SCHEDULE

Names of posts.	Number of Posts.		Pre-Revision
	Permanent.	Temporary.	Old (pre-1931) Scale.
1	2	3	4
			Rs.
REHABILITATION DEPARTMENT—contd.			
(b) Office of the Deputy Registrar (Rehabilitation) Production Centre.			
Daftarband	....	1	....
Peons	....	11	....
Chowkidar	....	1	....
Chowkidar-*cum*-Peons	....	11	....
Total ..	....	24	
(c) Office of the Assistant Registrar, Co-operative Societies (Rehabilitation).			
Peons	....	8	....
Total ..	....	8	
(d) Office of the Custodian of Evacuee Property, Bombay—			
Naik	....	1	....
Peons	....	8	....
Total ..	....	9	
OFFICES OF THE DEPUTY CUSTODIANS OF EVACUEE PROPERTY—			
Naik	....	1	....
Peons	....	10	....
Peons	....	13	....
Total ..	....	24	
MISCELLANEOUS DEPARTMENTS—SECRETARIAT AND ATTACHED OFFICES.			
Miscellaneous appointments—			
(i) Political and Services Department.			
Chobdar	1	.....	.....
Naik	1	.....	.....
Peons	17	1	.....
Total ...	19	1	

C—*contd.*

Scales. New (Post 1931) Scale.	Prescribed Revised Scale.	Remarks.
5	6	7
Rs.	Rs.	
.....	35—1—50.	
.....	30—1/2—35.	
.....	Do.	
.....	Do.	
.....	30—1/2—35.	
.....	40—1—50.	
.....	35—1/2—40.	
.....	40—1—50.	
.....	35—1/2—40.	
.....	Do.	
31	55—1—60	
27	40—1—50	
23, 24, 25	35—1/2—40	One peon gets a special pay of Rs. 2 per mensem for doing roneo work.

SCHEDULE

Names of posts.	Number of posts.		Pre-Revision
	Permanent.	Temporary.	Old (pre-1931) scale.
1	2	3	4
			Rs.
MISCELLANEOUS DEPARTMENTS—contd.			
Passport Branch.			
Peons	2	1	.....
Total	2	1	
(*a*) SECRETARIAT RECORD OFFICE—			
Filers	3	2	.....
Naik	1	.....	25
Peons	4	3	
Hamals	6	.....	.....
Mender	1	.....	
Binder	1	.....	
Total ...	16	5	
Baroda Record Office:			
Peons	4	1	.....
Total ...	4	1	
Kolhapur Record Office.			
Peons	2	.....	.....
Total ...	2	.....	
Grand Total ...	22	6	
(*b*) BOMBAY DISTRICT GAZETTEERS (RIVISION) EDITORIAL BOARD—			
Peon	.....	1	.....
Total ...	.....	1	
(ii) **Revenue Department**—			
Havildar	1	....	....
Naik	1	....	....
Peons	16	26	....
Total ..	18	26	

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In column "4"—

(*i*) Against the post of "Filers" *add* the scale "25—½—35".

(*ii*) Against the post of "Naik", *substitute* the figure "24" *for* the figure "25".

(*iii*) Against the post of "peons" *add* the figures "20, 21, 22".

(*iv*) Against the post of "Hamals" *add* the figures "20, 21".

(G.M., F.D, No. EST. 4154/30302-VIII, dated 9th November 1955).

(Correction Slip No. 45 to Financial Publication No. XI, dated 5th March 1956).

C—*contd.*

(Post 1931) scale.	Prescribed Revised Scale.	Remarks.
5	6	7
Rs.	Rs.	Rs.
23, 25	35—1/2—40	
29	40—1—50—2—60	
25	40—1—50	
20, 23, 24, 25 and 26	35—1/2—40	
.....	30—1/2—35	
.....	30—1/2—35	
.....	35—1/2—40	
28	50—1—55	
27	40—1—55	
20, 23, 24, 25 and 26	35—1/2—40	One post of peon carries a special pay of Rs. 2 per mensem for roneo work.

SCHEDULE

Name of Posts.	Number of Posts.		Pre-Revision
	Permanent.	Temporary.	Old (pre-1931) Scale.
1	2	3	4
			Rs.
MISCELLANEOUS DEPARTMENTS—contd.			
(ii) Revenue Department—contd.			
(*a*) OFFICE OF THE CONTROLLER OF ACCOMMODATION.			
Naik	....	1	....
Peons	....	10	....
Sweeper	....	1	....
Watchman	....	1	....
Total ..	....	13	
(iii) Agriculture and Forests Department.			
Havildar	1	....	....
Naik	1	....	....
Peons	15	8	....
Total ..	17	8	
(iv) Development Department.			
Havildar	....	1	....
Naik	....	1	....
Peons	....	12	....
Total ..	....	14	
(v) Education Department.			
Havildar	1	....	....
Naik	1	....	....
Peons	13	3	....
Total ..	15	3	
Recreation Board.			
Peon	....	1	....
Total ..	....	1	

C—*contd.*

Scales. New (Post-1931) scale.	Prescribed Revised Scale.	Remarks.
5	6	7
Rs.	Rs.	
.....	40—1—50	
23	35—1/2—40	One peon gets special pay of Rs. 2 per mensem for doing roneo work.
23	35—1/2—40	
23	35—1/2—40	
28	50—1—55	
27	40—1—50	
20, 23, 24, 25 and 26	35—1/2—40	Special pay of Rs. 2 per mensem to one peon for roneo work.
28	50—1—55	
27	40—1—50	
20, 23, 24, 25 and 26	35—1/2—40	
.....	50—1—55	
.....	40—1—50	
.....	35—1/2—40	
.....	35—1/2—40	

SCHEDULE

Name of Posts.	Number of Posts.		Pre-Revision
	Permanent.	Temporary.	Old (pre-1931) sclae.
1	2	3	4
MISCELLANEOUS DEPARTMENTS—contd.			
			Rs.
(vi) Local Self-Government and Public Health Department.			
Havildar	1	.....	.....
Naik	1	.....	.....
Peons	16	3	.....
Total ...	18	3	
(vii) Home Department.			
Havildars	3	.....	.....
Peons	17	8	.....
Total ...	20	8	.....
(A) OFFICE OF THE ORIENTAL TRANSLATOR TO GOVERNMENT.			
Naik	1	.....	.....
Peons	6	3	.....
Total ...	7	3	
(B) DIRECTORATE OF PUBLICITY.			
Naik	1	.....	.....
Filer	1	.....	.....
Daftary	1	.....	.....
Peons	14	33	.....
Cleaners (Mofussil)	.....	16	.....
Peons (Mofussil)	.....	6	.....
Total ...	17	55	
Directorate of Publicity (Rural Broadcasting Section)—			
Cleaners	.....	5	.....
Peons (Office)	3	.....	.....
Watchmen	.....	2	.....
Battery Peons (Districts)... ...	.....	40	.....
Total ...	3	47	

C—*contd.*

Scales. New (Post-1931) scale.	Prescribed Revised Scale.	Remarks.
5	6	7
Rs.	Rs.	
28	50—1—55	
27	40—1—50	
20, 23, 24, 25 and 26	35—1/2—40	
28	50—1—55	
20, 23, 24, 25 and 26	35—1/2—40	
27	40—1—50	
23, 24, 25, 26	35—1/2—40	
27	40—1—50	
29	40—1—50—2—60	
27—1/2—32	40—1—50—2—60	
23	35—1/2—40	
15	30—1/2—35	
.....	30—1/2—35	
15	30—1/2—35	
23	35—1/2—40	
23	35—1/2—40	
15	30—1/2—35	

Name of Posts.	Number of Posts.		Pre-Revision
	Permanent.	Temporary.	Old (pre-1931) scale.
1	2	3	4
MISCELLANEOUS DEPARTMENTS—contd.			Rs.
(viii) Finance Department.			
1 Havildar	1	.....	.....
Naik	2	.....	.....
Peons	29	13	.....
Total ...	32	13	
(A) Bureau of Economics and Statistics.			
Naiks	2	.....	.....
Peons	6	3	.....
	.....	1	.....
Total ...	8	4	
(ix) Public Works Department.			
Chobdar	1	.....	.....
Havildars	2	.....	.....
Naik	1	.....	.....
Peons	23	17	.....
Total ...	27	17	
(x) Legal Department.			
Havildar	1	.....	28
Naiks	2	.....	27
Peons	28	3	21, 22, 24
Total ...	31	3	

C—*contd.*

Scales. New (Post-1931) scale.	Prescribed Revised Scale.	Remarks.
5	6	7
Rs.	Rs.	
28	50—1—55	
27	40—1—50	
20, 23, 24, 25 and 26	35—1/2—40	One peon gets Reneo Allowance of Rs. 2 per mensem.
.....	40—1—50	
23	35—1/2—40 30—1/2—35	
31	55—1—60	
28	50—1—55	
27	40—1—50	
23, 24 and 25	35—1/2—40	
28	50—1—55	
27	40—1—50	
21, 22, 24	35—1/2—40	Special pay of Rs. 2 per mensem to one peon for doing cyclostyle work.

SCHEDULE

Name of Posts.	Number of Posts.		Pre-Revision
	Permanent.	Temporary.	Old (pre-1931) scale.
1	2	3	4
MISCELLANEOUS DEPARTMENT—contd.			Rs.
(xi) Labour and Housing Department.			
Havildar	.....	1	.....
Naik	1	.....	.....
Peons	8*	4	.....
Total ...	9	5	.....
(xii) Civil Supplies Department (Main Office)—			
Havildar	.....	1	.....
Naiks	.....	5	.....
Peons	.....	64*	.....
Watchmen	.....	2	.....
Watchman	.....	1	.....
Sweeper	.....	1	.....
Total ...	.....	74	
(xiii) Rehabilitation Department (Proper)—			
Naiks	.....	2	.....
Peons	.....	8	.....
Total ...	.....	10	
(xiv) Separate Department.			
Liftman	2	.....	37
Senior Darwan	1	.....	30
Junior Darwan	1	.....	29
Assistant Darwans	3	.....	27
Naik	1	.....	.....

C—*contd.*

scales. New (post-1931) scale.	Prescribed revised scale.	Remarks.
5	6	7
Rs.	Rs.	
28	50—1—55	
27	40—1—50	
20, 23, 24, 25, 26	35—1/2—40	*One peon gets roneo allowance of Rs. 2 per month.
28	50—1—55	
27	40—1—50	
23, 24, 25, 26	35—1/2—40	*One peon gets special pay of Rs. 2 per month for roneo work.
35	45	
.....	35—1/2—40	
.....	30	
.....	40—1—50	
.....	35—1/2—40	
37	45—1—60	Rs. 10 per month special pay to liftman in Secretariat Building only.
30	50—1—55	Rs. 2 per month special pay for liftman's duty.
29	Do.	Do.
27	40—1—50	
.....	Do.	

SCHEDULE

Name of posts.	Number of posts.		Pre-revision
	Permanent.	Temporary.	Old (pre-1931) scale.
1	2	3	4
MISCELLANEOUS DEPARTMENT—contd.			
(xiv) Separate Department—contd.			Rs.
Peons	7	.....	23
Mukadam	1	.....	37
Head Hamal	1	1	25
Hamals	28	9	24 and 23
Sweepers	6	3	25
Total ...	51	13	
(*a*) OFFICES OF THE MINISTERS, DEPUTY MINISTERES AND THE PARLIAMENTARY SECRETARY.			
Chobdars	18	2	31
Peons	55 (Inclusive of 4 leave reserves).	.....	23
Messengers	21 (Inclusive of 2 leave reserves).	.....	.....
Total ...	94	2	

C—*concld.*

scales. New (post-1931) scale.	Prescribed revised scale.	Remarks.
5	6	7
Rs.	Rs.	
23	35—1/2—40	
37	55—1—65	
25	40—1—50	
24 and 23	35—1/2—40	
25	Do.	
31	55—1—60	
23	35—1/2—40	
23	Do.	

APPENDICES.

APPENDIX I

THE BOMBAY CIVIL SERVICES (REVISION OF PAY) RULES, 1948, AND CONNECTED ORDERS

Bombay Civil Services (Revision of Pay) Rules, 1948.

GOVERNMENT OF BOMBAY.

FINANCE DEPARTMENT.

Resolution No. 6567/33-I.

Bombay Castle, 15th January 1948.

RESOLUTION OF GOVERNMENT.

In exercise of the powers conferred by sub-section (2) of section 241 of the Government of India Act, 1935, as modified by the Indian Independence Act, 1947, and the India (Provisional Constitution) Order, 1947, the Governor of Bombay is hereby pleased to make the following rules, namely :—

1. These rules may be called the Bombay Civil Services (Revision of Pay) Rules, 1948.

2. In these rules, unless there is anything repugnant in the subject or context,—

(*a*) " basic pay " means the amount drawn monthly by a Government servant as pay as defined in Bombay Civil Services Rule 9 (39) (*a*) (i) ;

(*b*) " completed years of service " means completed years of service, both officiating and substantive, in the particular post or cadre or class within the cadre concerned, and includes—

(i) the period of deputation during which the Government servant concerned would otherwise have officiated or continued to officiate therein ;

(ii) the period of leave, including extraordinary leave, provided that in the case of a person whose officiating tenure of a post is interrupted by leave the period shall be allowed to count towards completed years of service only on the appointing authority certifying that the individual concerned would have continued to officiate in the post but for his proceeding on leave ;

(iii) the officiating period during which a person appointed to the post was allowed a rate of pay fixed, under Bombay Civil Services Rule 66, at an amount less than that admissible under the ordinary rules ; and

(iv) broken periods of such service ;

Note.—Service vitiated by resignation or disciplinary action such as removal from service or dismissal should not be taken into account for computing the " completed years of service ".

(*c*) " corresponding scale " means the scale or all the scales of pay heretofore attached to a post or cadre or the class within the cadre which are being replaced by the prescribed scale ;

(*d*) " existing scale " means the scale of pay applicable to a Government servant in respect of his substantive or officiating post, as the case may be, on the date from which his pay has been re-fixed in the prescribed scale ;

Note.—In cases where the scales of pay attached to both the substantive and officiating posts have been merged into a single prescribed scale, the " existing scale " of an individual should be determined with reference to his position in the cadre as reorganised as a result of the introduction of the new scales and his substantive or officiating pay fixed accordingly.

(*e*) " Government service " means service under the Government of Bombay and comprises prior service under Local Funds administered by the Government of Bombay ;

(*f*) " non-permanent post " means a post other than—

(i) a post made permanent prior to the 3rd September 1939 ;

(ii) a post which carries the same time scale as a permanent post of the same class specified in the Schedules A and C to the New Rates of Pay Rules (Financial Publication No. XI) ;

(iii) a post or class of posts which the Governor of Bombay may by special order declare not to be a non-permanent post ;

(*g*) " post-1931 entrant " means a Government servant other than a pre-1931 entrant ;

(*h*) " pre-1931 entrant " means a person who is in the employ of the Government of Bombay on the 1st January 1948, and whose existing scale is an old scale of pay as specified in Schedules A and C to the New Rates of Pay Rules, or as prescribed by special orders ;

APPENDIX I—contd.

(*i*) " prescribed scale " means a scale of pay prescribed in the Schedule;

(*j*) " present pay " means the basic pay of a Government servant in the existing scale at the time of fixation of his pay in the prescribed scale;

(*k*) " Schedule " means the schedule annexed to these rules.

3. The rates of pay shown in the Schedule shall apply to—

(*a*) pre-1931 entrants who may elect these rates of pay ; and

(*b*) all post-1931 entrants, provided that a post-1931 entrant other than the holder of a non-permanent post, may, if the maximum of his existing scale exceeds the maximum of the prescribed scale, elect to continue in his existing scale until he vacates the post or ceases to draw pay in that scale.

Note.—For purposes of the proviso, a Government servant shall not be deemed to have vacated the post or ceased to draw pay in the scale attached thereto if his tenure of the post is interrupted by leave, officiating promotion to another post or transfer to another post of the same class.

4. A pre-1931 entrant appointed to an isolated post, or to a class of posts which was not in existence prior to the 4th August 1931, or to a class of posts which was in existence prior to that date but which was abolished or resuscitated after that date, shall draw pay prescribed in the Schedule.

5. A pre-1931 entrant, who does not elect under Rule 3(*a*) the scale of pay prescribed in the Schedule, shall, on transfer—

(i) from one subordinate post to another in the same promotion group as shown in Schedule C to the New Rates of Pay Rules,

(ii) from one gazetted post to another in the same gazetted group of posts as specified in Schedule B to the New Rates of Pay Rules, or

(iii) from one gazetted post to another connected by a regular flow of promotion,

be given the rates of pay that would have been applicable to him had these rules not been issued. When the transfer is between posts not connected in the manner indicated in clauses (i) to (iii) above, the rates of pay shown in the Schedule shall apply.

6. A pre-1931 entrant who elects or draws under Rule 4 the scales of pay prescribed in the Schedule as well as a post-1931 entrant other than a Government servant who retains his existing scale in exercise of the option contained in the proviso to rule 3 (*b*) shall, subject to such conditions as may be prescribed by the Governor of Bombay become subject to these rules from the 1st January 1948 (or, in the case of those who have entered service after that date, from the date of such entry), provided that, if he was in service on the 1st January 1948, he shall become subject to these rules from the 1st January 1947 or the date of entering service, whichever is later.

Note.—For purposes of the proviso, persons on duty, on deputation, on leave, on joining time, in foreign service or under suspension on the 1st January 1948 shall be considered to be in service on that date.

*7. (1) The option under rule 3(*a*) shall be exercised in writing within six months of the date of issue of these rules, provided that in the case of a Government servant who is on that date on leave or deputation or on foreign service out of India the said option shall be exercised in writing within six months of the date of his taking over charge of his post in India.

(2) The option shall be intimated by the Government servant—

(*a*) if he is a gazetted Government servant, to his Accounts Officer ;

(*b*) if he is a non-gazetted Government servant, to the Head of his Office.

(3) A Government servant who exercises option under rule 3(*b*) to continue in his existing scale, shall do so, subject to the proviso in sub-rule (1), within six months of the date of issue of these rules and in the manner indicated in clause (*a*) or clause (*b*) of sub-rule (2), as the case may be.

(4) The option once exercised is final.

(5) The Governor of Bombay may by special order extend, in any case or class of cases, the period of six months prescribed in sub-rules (1) and (3).

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* The period of six months prescribed for exercise of option in rule 7 was extended up to 31st December 1948 (F. D., C. M., No. 6567/33-IV, dated 6th July 1948. As revised scales of pay for certain posts were sanctioned late this period was further extended till the expiry of six months from the date of issue of orders sanctioning the revised pay scales (F. D., C. M., No. 6567/33, dated 4th January 1949).

APPENDIX I—contd.

8. (1) Unless in any case the Governor of Bombay by special order otherwise directs, the initial pay of a post-1931 entrant shall be refixed in the prescribed scale with effect from the date from which he becomes subject to these rules, separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if it had not been suspended, and his pay in the officiating post held by him, at the lowest pay admissible under the following three clauses :—

(*a*) The pay in the prescribed scale at the stage next above the present pay, increased by increments on the following scale :—

For the first three completed years of service in the corresponding scale, or less.	One increment for each completed year of service.
For every three completed years of service after the first three completed years.	One increment.

(*b*) The pay that would be admissible if the following amounts are added to the present pay and the next higher stage in the prescribed scale is taken :—

Present pay.	*Amount to be added.*
	Rs.
Not exceeding Rs. 100	15
Exceeding Rs. 100 but not exceeding Rs. 250	20
Exceeding Rs. 250 but not exceeding Rs. 400	30
Exceeding Rs. 400 but not exceeding Rs. 500	40
Exceeding Rs. 500	50

(*c*) The pay that would have been admissible had the completed years of service in the corresponding scale been rendered in the prescribed scale, or if he is not a holder of a non-permanent post, the pay in the prescribed scale at the stage next above the present pay, whichever is higher.

Note.—Where the pay as fixed under this rule is less than the sum of the Government servant's present pay and the monthly interim relief sanctioned in Government Resolution No. 6261/33, dated 16th September 1946, the difference will be treated as personal pay to be absorbed in future increments.

(2) In the case of a pre-1931 entrant, the initial pay in the prescribed scale shall be so fixed under sub-rule (1) as not to exceed the pay which would be admissible in that scale under that sub-rule to a post-1931 entrant on the New Rates of Pay, with the same number of completed years of service :

Provided that, if the pay of a pre-1931 entrant fixed in accordance with sub-rule (2) is less than the next but one stage (*i.e.*, one stage above the next higher stage) above present pay, his pay in the prescribed scale shall be fixed at the next but one stage above present pay ; and provided further that, if the pay so fixed is less than the sum of his present pay and monthly interim relief (sanctioned in Government Resolution No. 6261/33, dated 16th September 1946), the difference shall be treated as personal pay to be absorbed in future increments, if any.

Note.—The provisos above are not applicable to pre-1931 entrants who are holders of non-permanent posts.

9. The next increment of a Government servant whose pay has been refixed in accordance with rule 8, shall be granted in the prescribed scale on the date he would have drawn his increment had he continued in the existing scale or on the date on which an increment is earned in the prescribed scale, whichever date is earlier :

Provided that in cases in which, solely as a result of the operation of this rule, a junior Government servant draws his next increment on a date earlier than his senior or seniors *who belong to the same cadre*, the date of next increment of the senior or seniors shall be advanced to the date on which the junior Government servant draws his next increment.

Explanation.—The concession in the proviso above will not be admissible to a senior in respect of any period for which his increment in the prescribed scale is postponed due to causes unconnected with this rule, e.g., withholding of increments, overstayal of leave, grant of extraordinary leave not specially allowed to count for increment, or, in the case of a Government servant who is officiating in a post, grant of any kind of leave. In other words, the period by which the next increment is to be accelerated should exclude periods which do not qualify for increment under the Bombay Civil Services Rules or other rules and orders made by competent authorities. Subsequent increments will, of course, be regulated in the usual manner.

APPENDIX I—contd.

10. (1) These rules shall not apply to—
(*a*) Government servants engaged on contract;
(*b*) Government servants not in whole-time employment; and
(*c*) Government servants paid out of contingencies.

(2) Except as provided in sub-rule (1), these rules shall apply to all persons who are under the rules making control of the Governor of Bombay.

The Bombay Civil Services (Revision of Pay) Rules, 1948, and connected Orders.

Decisions of Government regarding.—

GOVERNMENT OF BOMBAY.

FINANCE DEPARTMENT.

Circular Memorandum No. 6567/33.

Bombay Castle, 29th May 1948.

The Government of Bombay has passed the following orders on matters arising out of the Bombay Civil Services (Revision of Pay) Rules, 1948, and connected orders.

* * * * * * * * *

3. *Payment of arrears of pay and allowances to persons whose services terminated in 1947.*—(1) Persons whose services terminated during the period 1st January 1947 to 31st December 1947, on account of retirement, death or discharge on termination of sanctioned posts, should be allowed the benefits of the Bombay Civil Services (Revision of Pay) Rules. 1948, and dearness allowance sanctioned in Government Resolution, No. 6567/33-II, dated 15th January 1948. In such cases the pay in the prescribed scales will be fixed as if the Bombay Civil Services (Revision of Pay) Rules, 1948, applied to them and the arrears of pay and dearness allowance will be paid in accordance with Government Resolution, No. 6567/33-II, dated 15th January 1948.

(2) The provisions of Government Resolution, No. 6567/33-IV, dated 15th January 1948, should also be extended to persons whose services terminated during the period 1st January 1947 to 31st December 1947, due to the causes mentioned above.

(3) Persons who were in service on 1st January 1948 should not be allowed the concession in clause (1) of this paragraph in respect of any broken period prior to that date.

(4) The arrears admissible under these orders are to be paid only if the person concerned (or in the case of a claim pertaining to a person who has died, his legal heir) applies for it in writing within six months from the date of issue of these orders.

4. *Admissibility of prescribed scales of pay to re-employed pensioners.*—(1) Re-employed pensioners drawing pay in a time-scale of pay are entitled to have their pay re-fixed in the corresponding prescribed scale shown in the Schedule to the Bombay Civil Services (Revision of Pay) Rules, 1948. Their initial pay in the prescribed scale should, however, be fixed at the stage which is equal to the present pay as defined in the Bombay Civil Services (Revision of Pay) Rules, 1948, or, if there is no such stage, the stage next below that pay *plus* personal pay equal to the difference, the personal pay being absorbable in subsequent increments. The date of increment should be regulated according to Rule 9. If the pay so fixed is less than present pay *plus* interim relief, the difference should be granted as personal pay to be absorbed in subsequent increments. Where the present pay *plus* interim relief, if any, is less than the minimum of the prescribed scale, the minimum should be given.

(2) Re-employed pensioners on fixed pay should continue to draw such fixed pay, and the amount of interim relief drawn by them, if any, should be granted as personal pay. No re-employed pensioner should be allowed to draw interim relief as such after 1st January 1948, unless the scale in which he draws pay is under revision and the remark "under consideration" has been made against his post in the column of prescribed scales in the Schedule to the Bombay Civil Services (Revision of Pay) Rules, 1948.

5. *Grant of personal pay to cover loss in basic pay plus interim relief actually drawn for any period from 1st January 1947 to 31st December 1947.*—If the sum of basic pay in the existing scale and monthly interim relief (sanctioned in Government Resolution, No. 6261/33, dated 16th September 1946) actually drawn by a Government servant for any period from 1st January 1947 to 31st December 1947, exceeds the basic pay in the prescribed scale *plus* personal pay, if any, admissible under the Note below Rule 8 (1) or under the orders in paragraph 2 (1) above, the excess should be treated as personal pay to be absorbed in future increments.

* * * * * * * * *

APPENDIX I—contd.

GOVERNMENT OF BOMBAY.

FINANCE DEPARTMENT.

Circular Memorandum No. 6567/33.

Bombay Castle, 10th November 1948.

2. *Fixation of pay of persons officiating in higher posts on reversion to lower posts.*—(1) The pay of a Government servant officiating in a higher post on 1st January 1947 should, on reversion to a lower post in which he would have officiated on that date but for his officiating appointment in the higher post, be refixed under the Bombay Civil Services (Revision of Pay) Rules, 1948, with effect from 1st January 1947. For this purpose, his present pay will be that which he would have drawn in the lower post but for his appointment to the higher post. The service rendered in the higher post will count towards fixation of pay in the lower post to the extent the appointing authority certifies that he would have continued to officiate in the lower post but for his officiating appointment in the higher post.

(2) The procedure indicated above will apply *mutatis mutandis* to persons holding temporary posts in a substantive capacity.

In all these cases the normal date of increment should remain unchanged (F. D., G. R., No. 6567/33, dated 22nd June 1949).

GOVERNMENT OF BOMBAY.

FINANCE DEPARTMENT.

Circular Memorandum No. 6567/33.

Bombay Castle, 24th July 1950.

2. *Regulation of the personal pays during transfer or promotion to another post.*—(1) The personal pay of a Government Servant granted under the provisions of rule 8(1) of the Bombay Civil Services (Revision of Pay) Rules, 1948, can be drawn, in the event of his transfer or promotion to another post, only during the tenancy of the particular post, held by the Government servant concerned, on the 1st January 1947. The personal pay cannot be retained or taken into account for purposes of fixation of pay in the event of transfer or promotion to another post, in the same or another station (including promotion in the same office). The personal pay may, however, be retained if the Government servant concerned is transferred to another office in the same town along with his post on account of re-organisation.

(2) A Government Servant drawing a personal pay under the rule referred to above, who is temporarily transferred to another post or is promoted to a higher post, should, on his reversion to the original post, be allowed to draw the personal pay which would have been admissible, but for his transfer or promotion, provided that in each individual case the appointing authority certifies that the person concerned would have continued to officiate in the original post but for his transfer or promotion.

GOVERNMENT OF BOMBAY.

FINANCE DEPARTMENT.

Circular Memorandum No. 6567/33.

Bombay Castle, 11th July 1949.

2. The pay of a Government servant who is, on account of misconduct or inefficiency, temporarily reduced to a lower stage in his existing scale, should be fixed under the Bombay Civil Services (Revision of Pay) Rules, 1948, in the prescribed scale on the basis of the reduced pay with effect from the date from which the election is made and on the date from which the Government servant would have been restored to the unreduced pay in the existing scale, he should be allowed the pay he would have drawn in the prescribed scale but for his reduction.

3. The above procedure should also apply in the case of Government servants who were temporarily reduced to a lower grade or post on account of misconduct or inefficiency and the reduction was operative on the dates from which they elected the prescribed scales.

4. Further, the above procedure should also apply in the case of Government servants who were held up at the efficiency bar or at any stage of existing scale for not passing the requisite departmental examination without affecting their future increments and the withholding of increments was operative on the dates from which they elected the prescribed scales.

5. The pay of Government servants concerned should be re-fixed under paragraphs 2-4 above. If any over payments have been made under the existing orders, the recovery of the amounts overdrawn before the issue of this Circular Memorandum should be waived.

APPENDIX I—contd.

Prescribed Scales of Pay.
Drawal of claims arising from refixation of pay in —.

GOVERNMENT OF BOMBAY.

FINANCE DEPARTMENT.

Circular No. 6567/33.

Bombay Castle, 2nd August 1948.

CIRCULAR OF GOVERNMENT.

With a view to ensuring uniformity of procedure in refixation of pay in the prescribed scales and to serve as a safeguard against double claims, the Government of Bombay is pleased to direct that the pay of a Government servant who was transferred from one office to another during the calendar year 1947 or before refixation of pay in 1948, should be refixed in accordance with the procedure laid down in rule 8 of the Bombay Civil Services (Revision of Pay) Rules, 1948, by the officer on whose establishment the particular Government servant was serving at the time of refixation of pay. In the case of a Government servant who ceases to be in service from a date before 1st January 1948 pay in the prescribed scale should be fixed (wherever necessary) by the office under which the Government servant concerned was serving at the time of his discharge. The supplementary claims due as a result of the refixation should be drawn in that office where the Government servant concerned is actually working at the time of the drawal of these claims. The drawing office will collect necessary details in respect of the previous service in other offices where the particular Government servant had worked from time to time and consolidate such information, but the latter offices will have to supply necessary information regarding the amounts drawn in original bills and make suitable entries therein in respect of the arrear claims intimated to the drawing office for drawal.

2. The expenditure resulting from payment of arrears that become due to Government servants consequent on the refixation of pay in the prescribed scales of pay should be debited to the budget grant of the drawing office.

Fixation of pay under the Bombay Civil Services (Revision of Pay) Rules, 1948, of persons who were on leave on 1st January 1947.

GOVERNMENT OF BOMBAY.

FINANCE DEPARTMENT.

Circular Memorandum No. 6567/33.

Bombay Castle, 9th March 1949.

A question has been raised as to how the pay of a Government servant who was on leave on 1st January 1947 should be fixed in a post in which he would have officiated on that date but for his proceeding on leave. Government is pleased to direct that in such cases, subject to the appointing authority certifying that the Government servant would have continued to officiate in the post but for his proceeding on leave, he should be allowed on return from leave the officiating pay he would have been entitled to if he were on duty on 1st January 1947.

Fixation of pay under the Bombay Civil Services (Revision of Pay) Rules, 1948, of persons who were on deputation on 1st January 1947.

GOVERNMENT OF BOMBAY.

FINANCE DEPARTMENT.

Circular Memorandum No. 6567/33.

Bombay Castle, 7th November 1950.

A question has been raised as to how the pay of a Government servant who was on deputation to another Government on 1st January 1947, should be fixed in a post in which he would have officiated on that date but for his proceeding on deputation. Government is pleased to direct that in such cases, subject to the appointing authority certifying that the Government servant would have continued to officiate in the post but for his deputation, he should be allowed on return from deputation, the officiating pay he would have been entitled to if he were on duty on 1st January 1947.

APPENDIX I—contd.

Bombay Civil Services (Revision of Pay) Rules, 1948.

Counting of service under—

GOVERNMENT OF BOMBAY.

FINANCE DEPARTMENT.

Resolution No. 6567/33.

Bombay Castle, 10th April 1951.

RESOLUTION OF GOVERNMENT.

Government is pleased to direct that service rendered in different posts or cadres which carried different scales of pay before identical scales were prescribed under the Bombay Civil Services (Revision of Pay) Rules, 1948, should be taken into account in computing the service in the corresponding scales for the purposes of fixation of pay in the prescribed scale.

Bombay Civil Services (Revision of Pay) Rules, 1948.

Regulation of (*a*) the date of increment and (*b*) seniority of graduate and non-graduate clerks under—

GOVERNMENT OF BOMBAY.

FINANCE DEPARTMENT.

Resolution No. 6567/33.

Bombay Castle, 13th October 1948.

It has been represented to Government that, as a result of the operation of Rule 9 of the Bombay Civil Services (Revision of Pay) Rules, 1948, which allows the next increment in the prescribed scale to be drawn on the date on which an increment would have been drawn in the existing scale (if this date is earlier than the date on which an increment is earned in the prescribed scale), some Government servants receive less pay than their juniors in the same cadre. For example, the pay in the prescribed scale of Secretariat clerks whose pay was Rs. 50, 53, 56 or 59 in the "existing scale" of Rs. 50—3—95—5—160 on 1st January 1947 has been fixed at Rs. 75 in the scale of Rs. 75—5—140—E.B.—8—220. The date of the next increment being that on which an increment would have been drawn in the existing scale, a clerk whose pay was Rs. 59, but whose date of increment fell due in December 1947, is in an unfavourable position as compared with his junior whose pay was Rs. 53 and whose date of increment in the "existing scale" fell due earlier, say, in January 1947. In order to remove this anomaly, Government is pleased to pass the following orders.

2. In cases in which, solely as a result of the operation of Rule 9 of the Bombay Civil Services (Revision of Pay) Rules, 1948, a junior Government servant draws his next increment on a date earlier than his senior or seniors *who belong to the same cadre*, the date of the next increment of the senior or seniors shall be advanced to the date on which the junior Government servant draws his next increment. This concession will not be admissible to a senior in respect of any period for which his increment in the prescribed scale is postponed due to causes unconnected with Rule 9, *e.g.*, withholding of increments, overstayal of leave, grant of extraordinary leave not specially allowed to count for increment, or, in the case of a Government servant who is officiating in a post, grant of any kind of leave. In other words, the period by which the next increment is to be accelerated should exclude periods which do not qualify for increment under the Bombay Civil Services Rules or other rules and orders made by competent authorities. Subsequent increments, will, of course, be regulated in the usual manner. The necessary amendment to Rule 9 (effective from the same date as the Rule) will be issued in due course.

3. Government is also pleased to direct that the seniority of graduate and non-graduate clerks as it actually existed on 31st December 1947 should be regarded as unaffected by refixation of pay in the prescribed scales under the Revision of Pay Rules. The seniority of clerks recruited thereafter should be regulated according to the standing orders on the subject (*vide* Government Resolution, Finance Department, No. 5708, dated 25th August 1942).

APPENDIX I—contd.

General (post-war) revision of pay scales and allowances.

GOVERNMENT OF BOMBAY.

FINANCE DEPARTMENT.

Circular Memorandum No. 6567/33-III.

Bombay Castle, 15th January 1948.

3. *Starting pays for clerks and Secretariat stenographers.*—(1) In supersession of all existing orders on the subject, Government has decided to grant the following starting pays to clerks in the prescribed scales shown below :—

Scale.	*Starting pays.*	Rs.
1. Mofussil scale of Rs. 46—3—85—E.B.—4—125—5—130 or part of this scale.	Non-qualified men ..	46
	Matriculates	55
	Graduates	64
	Honours Graduates ..	70
2. Bombay City scale of Rs. 75—5—140—E.B.—6—200 or part of this scale.	Matriculates	75
	Graduates	85
	Honours Graduates ..	95

(2) All stenographers and steno-typists other than those to whom shorthand allowance is admissible, as also personal Assistants to the Ministers and Chief Reporter and Reporters (including Regional Language Reporters) in the Bombay Legislature Department should, if they are graduates, be granted two advance increments as detailed below :—

(*i*) Those who were in service on 1st January 1948 and who graduated before that date should be granted two advance increments over and above the pays admissible to them in the prescribed scales under the Bombay Civil Services (Revision of Pay) Rules, 1948, with effect from the date these Rules are applicable to them or the date of graduation, whichever is later.

(*ii*) Those who entered service after 1st January 1948, and those who will be recruited hereafter should be given two advance increments over the minimum of the prescribed scale, provided they have graduated before recruitment.

(*iii*) Those who have graduated after 1st January 1948, while in service and those who graduate hereafter while in service should be given the starting pay admissible to new recruits under paragraph (*ii*) above from the date of graduation and, if they are already drawing that pay or more, they should be given one advance increment from the latter date, the normal date of increment remaining unchanged in either case. (F. D., G. R., No. 6567/33, dated 26th November 1948.)

4. *Special pays.*—Pending a general scrutiny of special pays, the special pays at present granted to Government servants, whether as a fixed sum or as a percentage of pay, will continue to be paid at the existing fixed rates or percentages, the latter being calculated on the pays admissible under the Bombay Civil Services (Revision of Pay) Rules, 1948.

Starting pay of graduates recruited to clerical establishments.

GOVERNMENT OF BOMBAY.

FINANCE DEPARTMENT.

Resolution No. 6567/33.

Bombay Castle, 15th December 1948.

In partial modification of the orders issued in paragraph 3 (1) of Government Circular Memorandum, No. 6567/33-III, dated 15th January 1948, Government is pleased to direct that graduates in courses other than Arts passing in a class higher than that required for mere passing should, when recruited to clerical establishments, be given the same starting pay as honours graduates in Arts.

APPENDIX I—contd.

Grant of higher starting pays to steno-typists and stenographers who draw pay in the clerical scale and shorthand allowance.

GOVERNMENT OF BOMBAY.

FINANCE DEPARTMENT.

Resolution No. 6567/33.

Bombay Castle, 26th April 1949.

Government is pleased to direct that steno-typists and stenographers who draw pay in the clerical scales specified in paragraph 3 (1) of Government Circular Memorandum, No. 6567/33-III, dated 15th January 1948, *plus* shorthand allowance, should be granted the same higher starting pay as are sanctioned therein for clerks. The conditions prescribed in Government Resolution, No. 559/33, dated 16th June 1947, will also be applicable to them.

Starting pay of Graduates, Law graduates and Grihitagamas (G.As.) recruited to clerical establishments.

GOVERNMENT OF BOMBAY.

FINANCE DEPARTMENT.

Resolution No. 6567/33.

Bombay Castle, 27th April 1950.

In amplification of the orders issued in Government Resolution, Finance Department, No. 6567/33, dated 15th December 1948, Government is pleased to direct that all graduates, whether they have taken Arts or course other than Arts, and Grihitagamas (G.As. of the Shrimati Nathibai Damodar Thackersey Indian Women's University) who pass in a class higher than that required for mere passing should, when recruited to clerical establishments, be given the starting pay prescribed for 'Honours Graduates' in paragraph 3 (1) of Government Circular Memorandum No. 6567/33-III, dated 15th January 1948. These orders should take effect from 16th June 1949.

GOVERNMENT OF BOMBAY.

FINANCE DEPARTMENT.

Resolution No. 6567/33.

Bombay Castle, 11th September 1950.

In continuation of the orders issued in Government Resolution, Finance Department, No. 6567/33, dated 27th April 1950, Government is pleased to amplify further that Law Graduates who pass their final examination "in Groups" should be treated as Graduates and those who pass in the normal course (*i.e.* by appearing for all the papers at one and the same time) as "Honours Graduates" for the purpose of giving higher starting pay, when recruited to clerical establishment. These orders should take effect from 16th June 1949.

APPENDIX I—contd.

Starting pay for clerks.

Recognition of the Secondary School Certificate examination for purposes of—

GOVERNMENT OF BOMBAY.

FINANCE DEPARTMENT.

Circular Memorandum No. 6567/33.

Bombay Castle, 13th October 1949.

The Secondary School Certificate examination having been instituted in place of the Matriculation examination in accordance with the orders issued in Government Circular, Political and Services Department, No. 1586/34, dated 29th November 1948, Government is pleased to direct that the starting pays of Rs. 55 in the Mofussil scale of Rs. 46—3—85—E.B.—4—125—5—130 or part thereof and Rs. 75 in the Bombay City scale of Rs. 75—5—140—E.B.—6—200 or part thereof sanctioned to Matriculate clerks in paragraph 3(1) of Government Circular Memorandum, Finance Department, No. 6567/33-III, dated 15th January 1948, should be granted to persons holding the Secondary School Certificate and should continue to be granted to those who matriculated before the institution of the Secondary School Certificate examination.

General (post-war) revision of pay:

Government servants (whole-time and part-time) paid from "Contingencies" and part-time Government servants paid from grant under "Pay of Establishment."

GOVERNMENT OF BOMBAY.

FINANCE DEPARTMENT.

Resolution No. 6567/33.

Bombay Castle, 3rd February 1948.

Government is pleased to prescribe revised rates of pay for whole-time and part-time Government servants paid from "Contingencies" and for part-time Government servants paid from grants under "Pay of Establishment," belonging to Class III or Class IV Service, as shown in the accompanying statements A, B and C. The revised scales of pay will have effect from 1st January 1948. In the case of persons who, on this date, have been in service continuously without a break, the revised rates of pay will be applicable from the beginning of such continuous service or the 1st January 1947, whichever is later. The initial pay of whole-time servants for whom time-scales of pay have been prescribed will be fixed at the stage in the prescribed scale next above the present pay.

2. The whole-time Government servants mentioned in statement A are eligible for the revised rates of dearness allowance sanctioned in Government Resolution, No. 6567/33-II, dated 15th January 1948. The pay, dearness allowance, monthly interim relief (sanctioned in Government Resolution, No. 6261/33, dated 16th September 1946) and the amount of the second bonus (sanctioned in Government Resolution, No. 6261/33, dated 15th July 1947) already drawn will be adjusted against the revised rates of pay and dearness allowance for the period for which the revised rates of pay are admissible retrospectively under these orders and any excess drawn will be waived. If the sum of present pay and interim relief exceeds the pay admissible under these orders, the difference will be treated as personal pay to be absorbed in future increments, if any.

3. The revised rates of part-time pay prescribed in statements B and C are admissible subject to the proviso that a part-time servant who works in more than one Government office does not draw an aggregate of part-time pays exceeding the pay of a whole-time servant of his class.

4. The pay, interim relief and temporary increase in pay already drawn by part-time workers in the Labour Welfare Department mentioned in statement C should be adjusted against the revised rates of pay prescribed in that statement, for the period for which the revised rates of pay are admissible retrospectively under these orders.

APPENDIX I—contd.

STATEMENT A.

Whole-time Government Servants paid from "Contingencies".

Class of Government Servant.	Existing rate of pay.	Prescribed rate of pay.
1	2	3
Revenue and Land Records Departments.	Rs.	Rs.
Mofussil—		
Sweeper, bhangi, faras, chowkidar, rakhwaldar, water bearer and water server	10 to 12 ...	25
Night-watchman, ramoshi, police ramoshi, rakhwaldar, chowkidar, water bearer, water server, sweeper and mali.	13 to 21 ...	30
Carpenter and water bearer	40 ...	50
Mechanic	70 ...	80
Driver	40 ...	50
Bombay City—		
Halalkor (male and female), sweeper and mali ...	20 to 26–8–0 ...	35
Excise Department.		
Mofussil—		
Sweeper	12 ...	25
Sweeper	13 to 15–8–0 ...	30
Bombay City—		
Sweeper	19 ...	35
Forest Department.		
Mofussil—		
Mali, tapali, rakhwaldar and night-watchman ...	13 to 15 ...	30
Tapali	12 ...	25
Motor Vehicle Department.		
Mofussil—		
Sweeper and hamal	10 to 12 ...	25
Night-watchman	14 to 17 ...	30
Bombay City—		
Sweeper, hamal and night-watchman	21 to 23 }	
Mali	25–8–0 } ...	35
Sales Tax Department.		
Mofussil—		
Night-watchman	17 ...	30
Bombay City—		
Night-watchman and hamal	23 ...	35
Judicial Department.		
Mofussil—		
*Peon	9 ...	To be fixed.
Sweeper, water-man, water-woman and mali	10 to 12 ...	25
Sweeper, water-woman and night-watchman	12–8–0 to 16 ...	30
Bombay City—		
Halalkor	26–8–0 ...	35
Mali	24 to 28 ...	35

APPENDIX I—contd.

STATEMENT A—*contd.*

Class of Government Servant.	Existing rate of pay.	Prescribed rate of pay.
1	2	3
	Rs.	Rs.
Jail Department.		
Mofussil—		
*Sweeper	6	... To be fixed.
Sweeper	10 to 12	... 25
Sweeper	13 to 20	... 30
Police Department.		
Mofussil—		
Sweeper, scavenger, bhangi, bhisti, faras, bellow-boy ..	10 to 12	.. 25
Sweeper, scavenger, bhangi, faras, lampman, lamp-lighter, water-man, mochi, mess servant, servant, lascar, hamal, pagi, bellow-boy and chowkidar	12–8–0 to 19	.. 30
Mochi and darji	25	.. 35
*Sweeper, scavenger and bhangi	5 to 9	.. To be fixed.
*Cleaner	8	.. To be fixed.
Bombay City—		
Sweeper, halalkor, bhangi, shoe-maker, mochi, syce, hamal, bellow-boy, mali and darji	18 to 20	.. 35
Darji and Mochi	31	.. 40
Tindal	36	.. 45
Launch driver	70—2—100	.. 75—3—120
Educational Department.		
Mofussil—		
Sweeper, bhangi, hamal, kamati, farm and kitchen servants, mali and gardener	10 to 12	.. 25
Sweeper, bhangi, hamal, kamati, farm, kitchen and field servants, mali, gardener, faras, ramoshi, watchman, care-taker, oil-man, call-woman, peon, pagi, head cook, cook and assistant cook	13 to 21	.. 30
*Laboratory Hamal, Karnatak College, Dharwar (15 posts).	... 23	.. 30
*Bakers, Training College for Men, Poona (2 posts)	... 8	... 25
*Bakers, Training College for Men, Poona (1 post)	... 8	... 25
*Kamathi, Training College for Men, Poona (1 post)	... 8	... 25
*Waterman, Training College for men, Bordi (2 posts)	... 8	... 25
*Kitchen servants, Training College for Men, Bordi (3 posts).	... 8	... 25
Bombay City—		
Sweeper, halalkor, kamati, farm, kitchen and field servants, watchman, ramoshi, guards, head-cook, cook and assistant cook	18 to 29	.. 35
Mali	18 to 27	.. 35
Head Mali	35	.. 45
Liftman	28	.. 40
Cook	31	.. 40
Field-man	30—2—40	.. 40—2—50
*Kitchen servant	8	.. To be fixed.
*Baker	8 to 9	.. To be fixed.
*Watchmen, Inspector for Visual Education, Bombay (1 post).	28	... 35

**Vide* G. R., E. D., No. 8228, dated 22nd May 1953.

APPENDIX I—contd.

STATEMENT A—*contd.*

Class of Government Servant.	Existing rate of pay.	Prescribed rate of pay.
1	2	3
	Rs.	Rs.
Medical Department.		
Mofussil—		
Dhobi, tailor, bath attendant, anti-malaria squad, washerman, barber, cook-mate, butler, Indian mate, ramoshi, night-watchman, watchman, gate-keeper, hamal, coolie, mali, mali-sweeper, gardener, bhisti, water-carrier, X-ray boy, store-boy, peon and ayah ..	13 to 20	.. 30
Washerman	21	.. 30
Washerman	34	.. 40
Motor driver	52	.. 60
Carpenter	40	.. 50
Bombay City—		
Hamal, sweeper, barber, Indian table-boy, European table-boy, butler, store-boy, tailor, anti-malaria squad, washerman, messenger, watchman, night-watchman, peon, anatomy servant and coolie	23 to 29	.. 35
Bhangi	30	.. 35
Mali, weaver, caneman, weaving instructor, electric coolie, carder and head butler	24 to 30	.. 35
Tailor	35 and 37	.. 45
Tailor	42	.. 50
Tailor	31	.. 40
Ambulance driver	60	.. 60
Ambulance driver	50	.. 60
Driver	58	.. 60
Carpenter	60	.. 60
Carpenter	48	.. 50
Carpenter	40	.. 50
Carpenter	34—1—39	.. 45—1—50
Cook	43	.. 50
Cook and pinjarini	32	.. 40
Liftman	25—1—30	.. 40—1—50
Liftman	25—1—32	.. 40—1—50
Public Health Department.		
Mofussil—		
Rakhwaldar	12	.. 25
Night-watchman, watchman, mali, water coolie, labourer, dry-sweeper and wet-sweeper	13 to 20	.. 30
Mukadam	19	.. 30
Mukadam	30	.. 35
Agricultural Department.		
Mofussil—		
Poultry attendant, sweeper, bullock-man, farm servant and woman servant	10 to 12	... 25
Sweeper	8—1/2—12	... 25
Watchman, chowkidar, Khalashi, sweeper, bullock-man, shepherd, laboratory-boy, hamal, laboratory hamal, cultivator, herdman, milkman, calfman, ploughman, check-nakedars and laboratory coolie	13 to 19	... 30
Watchman, boarding coolie, attendant, shepherd, weaver, counter, laboratory servant, sweeper, hamal and bullockman	20	... 30

APPENDIX I—contd.

STATEMENT A—*contd.*

Class of Government Servant.	Existing rate of pay.	Prescribed rate of pay.
1	2	3
	Rs.	Rs.
Agricultural Department—contd.		
Mukadam	20 and 22	... 35
Mukadam	20—1—30	... 35
Gasman and trained coolie	24—2—40	... 35—1—50
Gasman	40	... 50
Gasman	54	... 60
Mukadam	20—1—40	... 35—1—50
Lorry cleaner	25—1—35	... 35—1—45
Watchman, bullock-man, laboratory man	15—1/2—30	... 30—1/2—35
Sweeper	10—1/2—20	... 30—1/2—35
Sweeper	10—1/2—15	... 30—1/2—35
Driver	48 and 50	... 60
Civil Veterinary Department.		
Mofussil—		
Watchman and attendant, C. D. Tank at Chopda ...	10	... 25
Watchman and chowkidar	15 and 17	... 30
Bombay City—		
Syce, sweeper, bhisti, night-watchman, gate-keeper, post-mortem room servants, hamal	23 to 28	... 35
Mali	25 to 28	... 35
Head Mali	28	... 35
Co-operative Department.		
Mofussil—		
Watchman	10	... 25
Night-watchman and chowkidar	15	... 30
Night-watchman	25	... 35
Industries Department.		
Mofussil—		
Hamal, sweeper, watchman and coolie	15 to 17	... 30
Bombay City—		
Hamal, sweeper, watchman, coolie and gardener ...	20 to 23	... 35
Town Planning and Valuation Department.		
Mofussil—		
Survey khalashi	16 to 18	... 30
Survey khalashi (Boy peon)	12	... 25
Bombay City—		
Survey khalashi	23 and 24	... 35

APPENDIX I—contd.

STATEMENT A—*concld.*

Class of Government Servant.	Existing rate of pay.	Prescribed rate of pay.
0 1	2	3
	Rs.	Rs.
Public Works Department.		
Mofussil—		
Sweeper, watchman and punkha-puller	13 and 14 ...	30
Bombay City—		
Sweeper	23 ...	35
Miscellaneous Departments.		
(Labour and Factory Departments, Backward Class Department, Juvenile and Beggars Department and Civil Supplies Department.)		
Mofussil—		
Sweeper	10 to 12 ...	25
Sweeper, farashi, cook, watchman and maid-servant ...	15 to 19 ...	30
Bombay City—		
Hamal and sweeper	23 ...	35
Office of the Military Secretary to the Governor.		
Chowkidar, lascar, assistant tindal, cleaner, hamal and sweeper	18 to 25 ...	35
Mali	16 to 21 ...	35
Mali	25 and 26 ...	35
Head Mali	30—2—40 ...	40—2—50
Head Mali	25—2—35 ...	35—2—45
Tindal	31 ...	40
Syce, cook, bhisti and sweeper	17/10 ...	35
Driver	60 ...	70
Driver	90 ...	100
Supplement to the Statement 'A' accompanying G. R., F. D., No. 6567/33, dated 3rd February 1948.		
Public Works Department.		
*Full-time sweeper borne on work charged establishment ...	12 ...	25
*Full-time sweeper borne on work charged establishment ...	13 ...	30
Department of Animal Husbandry and Veterinary Services.		
†Incubator Attendant	20 ...	30
†Smith-*cum*-Carpenter	35 ...	45
†Poultry Boy	25 ...	35
†Farm Cook (for poultry students)...	20 ...	30
†Flockman	25 ...	35
Excise Department.		
‡Night Watchmen	6 ...	25

**Vide* G. R., P. W. D., No. 6919/36-XIV, dated 16th May 1949.
†*Vide* Statement 'A' accompanying G. R., A & F. D., No. 1734/II, dated 7th October 1949.
‡*Vide* G. L., R. D., No. 10630/39-C, dated 3rd November 1949.

APPENDIX I—contd.

STATEMENT B.

Part-time Government Servants paid from "Contingencies".

Class of Government Servant.	Existing rate of pay.	Prescribed rate of pay.
1	2	3
	Rs.	Rs.
Revenue and Land Records Departments.		
Sweeper, scavenger, jail bhangi and water-bearer ...	8 to 10/8 ...	15
Sweeper, bhangi, mali and water-bearer	5 to 7 ...	10
Sweeper, watchman, water-woman	4 ...	8
Sweeper and bhangi	3 ...	6
Sweeper, bhangi and water-bearer	2 to 2/12 ...	4
Sweeper	11 to 12 ...	20
Do.	14 ...	to be fixed.
Do.	22 ...	Do.
Excise Department.		
Sweeper	5 to 7 ..	10
Forest Department.		
Sweeper	5 and 6 ..	10
Do.	4 ..	8
Do.	2/8 ..	4
Motor Vehicles Department.		
Sweeper (Mofussil)	10 ..	15
Sweeper (Bombay City)	10 ..	15

APPENDIX I—contd.

STATEMENT B—*contd.*

Class of Government Servant.	Existing rate of pay.	Prescribed rate of pay.
1	2	3
	Rs.	Rs.
Sales Tax Department.		
Sweeper (Mofussil)	8	15
Sweeper (Bombay City)	10	15
Judicial Department.		
Sweeper, bhangi, water-man and peon	5 to 7	10
Sweeper	4 and 4/8	8
Sweeper	3	6
Sweeper and water-man	2	4
Sweeper and bhangi	1/8	3
Sweeper and scavenger	1	2
Sweeper	0/8	1
Sweeper and scavenger	0/4	0/8
Jail Department.		
Sweeper, scavenger, bhangi and maid servant ...	5 to 7/8	10
Bhangi	8 and 8/8	15
Sweeper and watchman	4 and 4/4	8
Sweeper, bhangi	3 and 3/12	6
Sweeper	2 and 2/8	4
Bhangi	1/8	3
Bhangi	1	2
*Sweeper	12/8	to be fixed.
Police Department.		
Mofussil—		
Sweeper, scavenger, bhangi and lamp-lighter ...	5 to 7/8	10
Scavenger, bhangi, sweeper, bhisti, faras, lamp-lighter, cleaner and punkha puller	8 to 10/8	15
Sweeper, scavenger, faras and lamp-lighter	4 and 4/8	8
Sweeper, scavenger, bhangi	3	6
Sweeper, scavenger and lamp-lighter	2 and 2/8	4
Sweeper	1/8 and 1/12	3
Sweeper, scavenger	1	2
Sweeper	0/8	1
*Bhangi	12	to be fixed.
*Sweeper, bhangi and faras	11 and 12	Do.
*Sweeper, bhangi, water-man and lamp-lighter ...	13 to 15	Do.
Bombay City—		
Sweeper	2	4
Do.	3	6
Do.	4	8
Do.	5	10
Do.	12	20
Do.	15	25

APPENDIX I—contd.

STATEMENT B—*concld.*

Class of Government Servant.	Existing rate of pay.	Prescribed rate of pay.
1	2	3
	Rs.	Rs.
Educational Department.		
Watchman	8	15
Sweeper	5	10
Bhangi	4	8
Water-man	3/8	6
Sweeper	10	15
†Sweeper, Central Urdu School, Bordi (1 post) ..	4	8
†Sweeper, Educational Inspector, Nasik Division, Nasik ..	6	10
Medical Department.		
Sweeper and water-bearer	5	10
Hamal	3	6
Agricultural Department.		
Office boy	7	10
Sweeper	6	10
Sweeper	10	15
Industries Department.		
Sweeper	9	15
Hamal	7	10
Civil Supplies, Labour, Factory and Juvenile and Beggars Departments.		
Barbar, Yeravda Industrial School, Poona	40	40
Scavenger, sweeper and night-watchman (Bombay City)	5	10
Sweeper (Mofussil)	5 and 6	10
Sweeper (Do.)	3	6
Sweeper (Do.)	1	2
Backward Class Department.		
Sweeper	3	6
Sweeper and servant for school	4	8
Sweeper and watchman	5	10
Bhangi	10	15
Public Works Department.		
Sweeper, water-carrier	8	15
Sweeper	5	10
*Sweeper	13	to be fixed.
Office of the Oriental Translator.		
Scavenger	6	10
Night-watchman	3	6

†*Vide* G. R., E. D., No. 8228, dated 22nd May 1953.

APPENDIX I—contd.

Supplement to Statement 'B' accompanying G. R., F. D., No. 6567/33, dated 3rd February 1948.

Class of Government Servant.	Existing rate of pay.	Prescribed rate of pay.
1	2	3
	Rs.	Rs.
Public Works Department.		
*Sweeper	13 to 15 ..	20
*Sweeper	6/8 to 7 ..	10
*Sweeper and Water Carrier	4 to 4/8 ..	8
*Do. do.	3 to 3/8 ..	6
*Do. do.	2 to 2/12 ..	4
Directorate of Publicity.		
†Sweeper	10 ..	15
†Do.	11 ..	20
Department of Animal Husbandry and Veterinary Services.		
‡Sweepers, Water-bearers and Bhangis	2 ..	4
‡Sweepers and Water-bearers	3 ..	6
‡Do. do.	4 ..	8
‡Sweepers	5, 5/8, 6 ..	10
‡Do.	8 ..	16
Excise Department.		
§Sweeper	20 ..	30
§Do.	1/8 ..	3
§Do.	3 ..	6
§Do.	4 ..	8
§Do.	3 ..	6
§Do.	3 ..	6
§Do.	3 ..	6
§Do.	2 ..	4
§Do.	15 ..	20

Vide G. R., P. W. D., No. 6919/36-XIV, dated 16th May 1949.
†*Vide* G. R., H. D., No. 7570/5-Poll., dated 27th June 1949.
‡*Vide* Statement 'B' accompanying G. R., A. & F. D., No. 1734/II, dated 7th October 1949.
§*Vide* G. L., R. D., No. 10630/39-C, dated 3rd November 1949.

APPENDIX I—contd.

STATEMENT C.

Part-time Government Servants paid from grants und "Pay of Establishment".

Class of Government Servant.	Existing rate of pay.	Prescribed rate of pay.
1	2	3
	Rs.	Rs.
Sales Tax Department.		
Sweeper (Bombay)	10 ..	15
Do. (Ahmedabad)	8 ..	15
Do. (Ahmednagar and Hubli)	5 ..	10
Office of the Consulting Surveyor to Government.		
Sweeper at the Ahmedabad branch of the office ..	7/8 ..	10
Juvenile and Beggars Department.		
Attendant, Receiving Centre, Chembur	5 ..	10
Labour Welfare Department.		
Bombay—		
Librarian, sewing class mistress, literacy class teacher and part-time lady worker	20 (excluding temporary increase in pay of Rs. 5).	35
Librarian, overseer for children's play-ground, games teacher, games supervisor and part-time worker ..	15 (Do.)	30
Ahmedabad—		
Visual Instructor	45 ..	55
Painter	40 ..	50
Magician	30 ..	40
Librarian and sewing class mistress	20 (excluding temporary increase in pay of Rs. 5).	35
Sewing class mistress, literacy class teacher, in-door games overseer, children's play-ground overseer, adult education teacher, games teacher and part-time worker.	15 (Do.)	30
Sholapur—		
Medical Officer	60	80
Medical attendant	25 ..	35
Lady welfare worker, sewing mistress, games teacher, canteen manager and male part-time worker.	15 (excluding temporary increase in pay of Rs. 5).	30
Jalgaon, Amalner, Chalisgaon and Dhulia—		
Games teacher	15 (excluding temporary increase in pay of Rs. 5).	30
Hubli—		
Women teachers and male part-time worker	15 (excluding temporary increase in pay of Rs. 5).	30

APPENDIX I—contd.

STATEMENT D

Daily-rated Government servants

Class of Government servant and number.	Existing daily rate of pay.	Prescribed rate of pay-monthly.	Remarks.
1	2	3	4
Department of Animal Husbandry and Veterinary Services.			
Cattle Breeding Farm, Bankapur—			
13 Men	11 men, at Re. 0–7–0 per day each.	12 men, at Rs. 30 per mensem each.	*Vide* Statement 'C' accompanying G.R., A & F.D., No. 1734-II, dated 7th October 1949.
	1 man, at Re. 0–8–0.		
	1 man, at Rs. 1–1–0 per day (engine driver).	1 man, at Rs. 55 per mensem.	
	Plus interim relief at Re. 0–3–3 per day up to a maximum of Rs. 5 per mensem (Government Resolution, Finance Department, No. 6261/33 of 2nd November 1946).		
Cattle Breeding Farm, Tegur—			
7 men	7 men, at Re. 0–8–0 per day each *plus* interim relief as above (Rs. 5 per mensem).	7 men, at Rs. 30 per mensem each.	Do.
Gir Cattle Breeding Farm, Kopargaon—			
15 Men	14 men, at Rs. 1–4–0 per day each.	13 Men, at Rs. 30 per mensem each.	Do.
	1 man, at Rs. 1–8–0 per day.	2 men, at Rs. 35 per mensem each.	
1 Woman ..	1 woman at Re. 0–12–0 per day.	1 Woman, at Rs. 25 per mensem.	
Dangi Cattle Breeding Farm Igatpuri (Nasik)—			
8 Men	2 men, at Rs. 1–2–0 per day each *plus* interim relief at Rs. 5 per mensem.	8 Men, at Rs. 30 per mensem each.	Do.
	6 men, at Re. 1 per day each *plus* interim relief at Rs. 5 per mensem.	1 man, at Rs. 25 per mensem.	

APPENDIX I—contd.

STATEMENT D—*contd.*

Class of Government servant and number.	Existing daily rate of pay.	Prescribed rate of pay—monthly.	Remarks.
1	2	3	4
Department of Animal Husbandry and veterinary Services—contd.			
Dangi Cattle Breeding Farm, Igatpuri(Nasik)—contd.			
1 Woman ..	1 woman, at Re. 0–14–0 per day *plus* interim relief at Rs. 5 per mensem. 1 boy, at Re. 0–8–0 per day *plus* interim relief at Rs. 5 per mensem.	1 man, at Rs. 35 per mensem.	*Vide* Statement "C" accompanying G. R., A. & F. D., No. 1734-II, dated 7th October 1949.
Government Central Poultry Farm, Kirkee—			
2 Farm Attendants ..	Farm attendants at Re. 0–14–0 per day each.	4 men, at Rs. 30 per mensem each.	Do.
1 Mason attendant ..	Mason, at Re. 0–14–0 per day.		
1 Night watch man. ..	Night watchman at Re. 0–14–0 per day.		
Agricultural Department.			
Whole time Government Servants—			
1. Counter. 2	1 at 0 11 0	I. R. 5	Rs. 35 *Vide* Statement accomanying G.R. A & F. D., No. 1734-II, dated 6th January 1950.
	1 at 0 8 0	5	
2. Woman labourer. 124	46 at 0 4 0	5	
	56 at 0 3 6	5	25
	1 at 1 0 0	..	
	1 at 0 10 0	5	
	20 at 0 9 0	..	
3. Labourer. 124	1 at 2 0 0	5	64* in the scale of Rs. 46—3—85—E.B.—4—105. *Carpenter.
	5 at 1 1 0	..	
	4 at 0 12 0	5	
	3 at 0 11 0		
	11 at 0 10 0		

APPENDIX I—contd.

STATEMENT D—*contd.*

Class of Government servant and number.	Existing daily rate of pay.	Prescribed rate of pay, monthly.	Remarks.
1	2	3	4
	Agricultural Department—contd.		
Whole-time Government Servants—			
	Rs. a. p.	I.R.	Rs.
	4 at 0 9 0		30
	66 at 0 8 0		
	2 at 0 6 0		
	3 at 0 5 6		
	5 at 0 4 6		
	20 at 0 7 0		
4. Boy Labourer 16	3 at 0 12 0	...	25
	13 at 0 4 0	5	
5. Laboratory boy. 2	0 8 0	5	25
6. Office Boy. 10	2 at 1 2 0	..	25
	6 at 1 4 0	..	
	2 at 0 4 0	5	
7. Museum Boy. 1	0 4 0	5	25
8. Sweeper. 2	1 at 0 9 0	..	30
	1 at 0 5 0	5	
9. Mali. 7	3 at 0 14 0	5	35
	4 at 0 7 0	5	
10. Bullockman. 40	6 at 1 8 0	..	30
	22 at 1 4 0 to. 1 6 0	..	
	10 at 1 3 0	..	
	1 at 0 11 0	5	
	1 at 0 7 0	5	

APPENDIX I—contd.

STATEMENT D—*contd.*

Class of Government servant and number.	Existing daily rate of pay.	Prescribed rate of pay—monthly.	Remarks.
1	2	3	4
Agricultural Department—contd.			
Whole-time Government Servants—contd.			
11. Watchman. 20	Rs. a. p. 9 at 1 4 0 to 1 6 0	I. R. Rs. 30	
	1 at 0 8 0	5	
	1 at 0 6 6	5	
	2 at 0 6 0	5	
	6 at 0 7 0	5	
	1 at 0 10 0	5	
12. Plough-man. 4	0 7 0	5 Rs. 30	
13. Mukadam. 9	4 at 1 10 0 to 1 14 0	0-3-3 per day up to Rs. 5. Rs. 35	
	2 at 1 4 0	..	
	*1 at 1 0 0		*Whole-time but employed 4 days in a week.
	1 at 0 14 6	5	
	1 at 0 12 0	5	
14. Byre-cleaner. 1	1 4 0	.. Rs. 35	
15. Laboratory Servant. 2	1 at 0 4 0	0-3-3 per day up to Re. 5. Rs. 25	
	1 at 0 5 0	..	
16. Delivery boy. 6	2 at 0 10 0	5 Rs. 25	
	1 at 0 9 0	5	
	1 at 0 8 0	5	
	1 at 0 6 6	5	
	1 at 0 4 0	5	
17. Calf-boys. 2	0 10 0	5 Rs. 25	

APPENDIX I—contd.

STATEMENT D—*contd.*

Class of Government servant and number.	Existing daily rate of pay.	Prescribed rate of pay—monthly.	Remarks.
1	2	3	4
Agricultural Department—contd.			
Whole-time Government Servants—concld.	Rs. a. p.	I. R.	Rs.
18. Milk Boy. 3	0 12 0	..	25
19. Milkman (Gavali). 20	3 at 1 3 0	..	30
	7 at 0 10 0	5	
	2 at 0 9 0	5	
	8 at 0 8 0	5	
20. Carpenter. 1	0 10 0	5	30
21. Carpenter-boy. 1	0 12 0	..	25
22. Store-boy. 1	0 12 0	..	25
23. Peon. 1	0 12 0	..	30
24. Waterman. 1	0 6 0	5	25
25. Maid-servant. 1	0 10 0	..	25
Total .. 401			
Part-time Government Servants.			
1. Woman-labourer. 1	0 12 0	..	10
2. Labourer. 5	1 2 0	..	15
3. Sweeper. 2	0 4 6	..	15
Total .. 8			
Grand Total .. 409			

APPENDIX I—contd.

General (Post-war) Revision of Pay :

Government servants (whole-time and part-time) paid from "Contingencies" and part-time Government servants paid from grants under "Pay of Establishment".

GOVERNMENT OF BOMBAY.

FINANCE DEPARTMENT.

Resolution No. 6567/33.

Bombay Castle, 29th October 1948.

RESOLUTION OF GOVERNMENT.

In continuation of the orders issued in Government Resolution, No. 6567/33, dated 3rd February 1948 Government is pleased to prescribe, in the accompanying statements, revised rates of pay for the Government servants referred to in paragraph 5 of the Resolution. These statements should be regarded as supplements to statements A, B and C attached to the Resolution referred to above. The rates of pay prescribed herein are applicable from the date and in the manner indicated in paragraphs 1 to 4 of the Resolution.

2. The following modifications are also made in the orders contained in the Resolution mentioned above, with effect from the date those orders are applicable :—

(1) In the case of whole-time Government servants whose existing as well as prescribed rates of pay are time-scales (as distinguished from fixed pays), the next increment shall be granted in the prescribed scale on the date they would have drawn an increment had they continued in the existing scale or on the date on which an increment is earned in the prescribed scale, whichever is earlier.

(2) Whole-time water bearers and water servers in the Revenue Department mentioned in Statement A are not eligible for dearness allowance as they are on consolidated rates of pay (*vide* Government Letter, Revenue Department, No. 5942/45-24262 E, dated 28th May 1948, addressed to the Commissioner, Central Division, and endorsed to the Commissioners, Northern Division and Southern Division).

3. Whole-time Government servants paid from contingencies, who were made permanent by Government Resolution, No. 1787/33, dated 1st September 1948, are not included in the accompanying Statement A.

Accompaniment to Government Resolution, Finance Department, No. 6567/33, dated 29th October 1948.

STATEMENT A.

Whole-time Government servants paid from "Contingencies".

Class of Government Servant.	Existing rate of pay.	Prescribed rate of pay.
1	2	3
	Rs.	Rs.
Motor Vehicles Department.		
Mofussil—		
Watchman	... 14 and 17	30
Waterboy	... 8	25
Bombay City—		
Watchman	... 23	35
Sweeper	... 23	35
Hamal	... 21	35
Mali	... 25-8-0	35

APPENDIX I—contd.

STATEMENT A—*contd.*

Class of Government Servant.	Existing rate of pay.	Prescribed rate of pay.
1	2	3
	Rs.	Rs.
Judicial Department.		
Mofussil—		
Sweeper	5	20
Do.	9	25
Police Department.		
Mofussil—		
Head Cook	45	55
Assistant Cook	30	40
Sweeper and bhangi	2 to 4	10
Sweeper, scavanger and bhangi	5 to 7	20
Do.	8, 8-12, 9 and 9-8	25
Bhisti	8	25
Bellowboy	15	30
Syces	18	30
Darjis	18 and 20	30
Mochi	20	30
Do.	25	35
Darji	24	35
Sweeper	21	30
Bhangi	20 and 24	30
Hamal	25	30
Mali	20 and 22	30
Mess servant	20	30
Sweeper	29	35
Do.	34	35
Bhangi at Mahableshwar (to be treated as whole time from 1st January 1947).	13 for 3 months 12 for 2 months 9 for 3 months 6 for 4 months	30 per mensem.

APPENDIX I—contd.

STATEMENT A—*contd.*

Class of Government servant.	Existing rate of pay.	Prescribed rate of pay.
1	2	3
	Rs.	Rs.
Bombay City—		
Halalkhore	25-8-0	35
Sweeper	14, 15, 21, 24, 25 and 28.	35
Hamal	21	35
Mali	23	35
Blacksmith	50	60
Bellowboy	22	35
Educational Department.		
Bombay City—		
Hostel servant	23	35
Hamal	23	35
Do.	26	35
Mali	28	35
Agricultural Department.		
Mofussil—		
Lorry drivers in the Land Improvement Section ...	70	80
Cleaners in the Land Improvement Section ...	30	40
Counters	20-1-30	40-1-50
Senior Counters	35-5/2-60	55-3-85
Fisheries Department.		
Mofussil—		
Watchman, Bandra Tank	15	30
Backward Class Department.		
Mofussil—		
Sweeper	6	20
Do.	8	25
Labour Welfare Department.		
Mofussil—		
Gardener	20	30
Waterman	15	30
Sweeper	14	30
Cleaner	17	30
Coolie	17 and 18	30

APPENDIX I—contd.

STATEMENT ' A '—*concld.*

Class of Government Servant.	Existing rate of pay.	Prescribed rate of pay.
1	2	3
	Rs.	Rs.
Bombay City—		
Sweeper	15 and 21	35
Steam Boiler Department.		
Bombay City—		
Hamal	23	35
Civil Supplies Department.		
Bombay City—		
Mali in the Provincial Textile Controller's office ...	23	35

STATEMENT ' B '.

Part-time Government servants paid from " Contingencies. "

Class of Government servant.	Existing rate of pay.	Prescribed rate of pay.
1	2	3
Judicial Department.	Rs.	Rs.
Mofussil—		
Sweeper	15	20
Jail Department.		
Mofussil—		
Sweeper	0-8-0	1
Do.	10	15
Do.	10-8-0	15
Do.	13	20
Do.	16	25
Do.	20	30
Do.	25	30

APPENDIX I—contd.

STATEMENT 'B'—*contd.*

Class of Government servant.	Existing rate of pay.	Prescribed rate of pay.
1	2	3
Jail Department—contd.	Rs.	Rs.
Bhangi	0-8-0	1
Do.	2-8-0	4
Do.	3	6
Do.	4-8-0	8
Do.	5	10
Do.	5-4-0	10
Do.	10	15
Do.	12	20
Police Department.		
Mofussil—		
Sweeper	10	15
Sweeper, bhangi, lightman and lampman ...	11 to 15	20
Bombay City—		
Hamal	7-8-0	10
Labour Department.		
Bombay City—		
Sweeper	10	15
Steam Boiler Department.		
Bombay City—		
Night watchman	5	10
Sweeper	5	10
Juvenile and Beggars Department.		
Mofussil—		
Agricultural labourer at Jambul Certified School ...	36	30
Civil Supplies Department.		
Night-watchman at Government Grain-Shops ...	3	6
Sweeper	8	15
Do.	12	20
Do.	20	30

APPENDIX I—contd.

STATEMENT 'C'.

Part-time Government servants paid from grants under "Pay of Establishment".

Class of Government servant.	Existing rate of pay.	Prescribed rate of pay.
1	2	3
Educational Department.	Rs.	Rs.
Part-time lecturers, teachers, etc. Collegiate Branch—		
Lecturer	100	120
Do.	150	180
Assistant lecturer	75	90
Instructor, Assistant lecturer and Demonstrator ...	50	60
Teaching Branch—		
Teacher	50	60
Do.	30	40
Do.	20	30
Do.	15	30
Teacher and Medical Supervisor	10	20
Teacher	25	30
Industries Department.		
Mofussil—		
Principal, Government Apprentice Scheme, Ahmedabad.	75	90
Teacher	3 per hour	4 per hour
Laboratory Assistant	1 do.	1-8-0 do.
Servants (Menials)	0-8-0 do.	0-12-0 do.
Teacher, Leather Working School, Bandra ...	30	40
Bombay City—		
Principal, Government Apprenticeship Scheme ...	100	120
Part-time Head Apprentice Scheme	50	60
Lecturer for additional year classes	5 per hour	6 per hour
Lecturer for regular classes	3 do.	4 do.
Senior Laboratory Assistant	0-12-0 do.	1 do.
Junior Laboratory Assistant	0-8-0 do.	0-12-0 do.
Peon	0-4-0 do.	0-8-0 do.

APPENDIX II—contd.

(2) If the present pay of the State servant is not his substantive pay, he shall be given the minimum of the prescribed scale, increased by increments on the following scale :

Completed years of service, as on the date of absorption, in the cadre in which he served.	No. of increments.
Less than 5 years	... Nil.
5 years and more but less than 7½	... One.
7½ years and more but less than 10 years	... Two
10 years and more	... Three.

Provided that—

(*i*) If the present pay is less than the minimum of the prescribed scale, the initial pay shall not exceed the sum of (*a*) the present pay and (*b*) the amount of the first three increments in the prescribed scale, or, if there is no stage corresponding to such sum, the next lower stage. If the sum referred to is less than the minimum of the prescribed scale, the minimum shall be given.

(*ii*) The initial pay fixed under this sub-rule shall not exceed the pay that would have been admissible under sub-rule (1) had the present pay of the State servant been his substantive pay.

Note.—*" Completed years of service " occurring in this rule means continuous service in the cadre as defined in Rule 2(*b*) above and that period refers only to such years of continuous service as an absorbed servant might have put in the cadre on the date of his absorption, in the service of the State in which he was serving immediately before that date. Prior service in some other State or broken period of service in the same State cannot be counted for purposes of this Rule. The term however should not be taken as a unit and for the purpose of this Rule, year should be treated as over as soon as a day passes after its close. For example a person who has put in 6 years and 2 days' service, should be included in the group " Over six years but not over twelve years " and *not* in the group " Over three years but not over six years."

" (3) In the case of persons who were substantive in lower grade and offg. in higher posts before the date of absorption, the initial pay should be calculated both under rule 3 (1) 3 (2) above. The cadre service for the purpose of calculating pay under rule 3 (2) shall be the period of continuous service in the higher post rendered immediately preceding the date of absorption. The present pay for the purpose of rule 3 (1) should be the substantive pay and that for the purpose of rule 3 (2) should be the officiating pay in the higher post. The pay on absorption in such cases to be fixed should be the higher of the two calculated in this manner. These rules shall apply only to those State servants who have been absorbed in posts which either bear the same description or are of the same importance as the offg. posts they held in the States ".

3A. †In the case of State servants absorbed in posts carrying the City scales of pay (including the Secretariat scales of Pay), their pay-scales in State service should be treated as " Mofussil Scales " and they should be allowed the benefit of Compensatory Local Allowance and House Rent Allowance over their pay in State service for the purpose of their fixation of pay in Government service. Accordingly, in all such cases, 4/5th of the Compensatory Local Allowance and House Rent Allowance admissible to them on the basis of their State pay should be added to their State pay and the total taken as the " Present Pay " for the purposes of rule 2(*d*) of these rules. If the absorption of a person in a gazetted post, the scale of Compensatory Local Allowance and House Rent Allowance sanctioned for Gazetted Government servants would apply to him otherwise the rates sanctioned for non-gazetted Government servants.

3-B‡.(*a*) On their absorption in the service of Government the initial pay of Baroda State servants who were drawing pay in the revised pay-scales recommended by the Pay Commission appointed by the Baroda State Government and whose present pay exceeds by 20 per cent. or more, the basic pay drawn in the State service on the 1st August 1947 in consequence of the revision of pay-scales, should be either,

(*i*) their present substantive pay, *plus* in the case of those who are absorbed in posts carrying the Bombay City Scales of Pay or the Bombay Secretariat Scales of Pay, their present substantive pay *plus* 4/5th of the C. L. A. and 4/5ths of the H. R. A.

(*ii*) the pay that would be admissible under Rule 3(1) of these rules on the assumption that their substantive pay on the date of absorption was equal to their substantive pay on the 1st August 1947 *plus* 20 per cent. thereof, *plus* in the case of those who are absorbed in posts carrying the Bombay City Scales of Pay or the Bombay Secretariat Scales of Pay 4/5ths of the Compensation Local Allowance and 4/5ths of the House Rent Allowance *whichever is more.*

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*Inserted by G. R., P. & S. D., No. 2735/46, dated 14th September 1949 and G. L., P. & S. D., No. 2735/46/33225-F, dated 3rd March 1951.

†Inserted by G. R., P. & S. D., No. 2735/46, dated 27th November 1950 and dated 1st November 1951.

‡ Inserted by G. R., P. & S. D., No. 2735/46-II, dated 12th September 1950 and dated 1st November 1951.

APPENDIX I—contd.

In the case of (*i*), above, if the present substantive pay does not happen to be a stage in the time-scale in which the State servant is absorbed, the initial pay should be fixed at the next lower stage and the difference should be granted as personal pay to be absorbed in future increments.

(*b*) The initial pay fixed as above should be subject to provisos (*i*) to (*iv*) in rule 3(1) of these rules excepting the portion of proviso (*iv*) relating to the excess of present pay over pay drawn on the 1st August 1947. † The State servants whose initial pay is fixed under alternative (*i*) above should however be allowed to earn increments in the prescribed scale on the date when it fell due in the existing scale and not after serving for a complete incremental period in the prescribed scale.

(*c*) Cases in which the excess of 20 per cent. or more over the basic pay on the 1st August 1947, in the State services is due to reasons other than the revision of pay scales referred to above, should however continue to be reported to Government under proviso (*iv*) to Rule 3(1) of these Rules.

3-C‡. In the case of those members of the Offices of the Former Regional Commissioner, Kolhapur and Deccan States, and those of the Regency staff of the Western India and Gujarat States who drew pay in the post-war revised scale as fixed by the Central Government (or the unrevised scales of the Central Government) their initial pay under this Government should be fixed at a stage which is equal to their present pay or the next lower stage *plus* the difference as personal pay to be absorbed in future increments. Such Government servants should be allowed to earn increments in the prescribed scale on the date when it falls due in the existing scale and not after serving for a complete incremental period in the prescribed scale.

3-D§. In spite of the revision sanctioned by the Cambay State Authorities, the revised pay scale of the Cambay State Servants before the date of integration of the Cambay State should be treated as their basic pays for the fixation of their initial pays on absorption in Government service even if the former exceed by more than 20 per cent. of the pays drawn by them on 1st August 1947 and should not be reported to Government as per proviso (*iv*) to Rule 3(*i*) of these Rules. However, cases of those State servants whose pay-scales have been increased for reasons other than those mentioned above, should be continued to be reported to Government for orders as to the fixation of their initial pay as required under proviso (*iv*) of Rule 3(*i*) of these Rules.

3-E‖. In the case of those State servants who were in receipt of interim relief, if the present pay *plus* the interim relief sanctioned by the State Government exceeded the initial pay as fixed under these rules, the difference between the present pay *plus* interim relief and, the initial pay as fixed under these Rules, should be granted as *personal pay* to be absorbed in future increments. If, however, any State has sanctioned interim relief merely in view of the imminence of merger and not as a policy of administration, such interim relief should not be taken into account.

" 3-F. If the case of an ex-State servant is re-examined and on reconsideration, he is absorbed in the grade higher than the one in which he was originally absorbed, his initial pay in the higher grade should be re-fixed in accordance with these general rules with effect from the date on which he took charge of the higher post and his initial pay calculated as if he has been absorbed in the higher grade on the date on which he was originally absorbed. During the period he held the post in original grade, he should draw the initial pay in the pay scale attached to such post as admissible under the general rules. The difference between the initial pay admissible in the higher grade and that which is admissible in the lower grade should, however, be paid to him if there was a clear vacancy in the higher grade and he could have been appointed in it from the beginning ".

4. If a State servant has not held any post in a State Cadre as defined in Rule 2, he will be given the stage in the prescribed scale next above his present pay, if the latter is his substantive pay; otherwise, the minimum of the prescribed scale.

5. The next increment of a State servant other than one to whom Rule 3(B)(*b*) is applicable shall be granted on the date on which an increment is earned in the prescribed scale.

5A. (*a*) ¶All State employees who have been absorbed in Government service, and who are below 40 years of age on the 1st January 1950 should be on probation for one year with effect from the date of their appointment under this Government. All these persons who are absorbed in posts or services in respect of which departmental and/or language examinations have been prescribed should pass such examinations within two years from the date of their appointment. In special circumstances Government may extend this period to three years. The increments of the persons who fail to pass the examinations within the prescribed period will be liable to be withheld.

(*b*) All State servants in question shall be eligible to draw increments during the period of probation as well as the period allowed to them for passing the prescribed departmental and/or language examinations.

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† Inserted by G. R., P.& S.D., No. 2735/46-II, dated 29th January 1951.

‡ Inserted by G. Rs., P. & S. D., No. 2751/46, dated 18th November 1949, dated 27th May 1950, 23rd June 1950 and dated 15th November 1951.

§ Inserted by G. R., P. & S. D., No. 2735/46-II, dated 12th October 1950,

‖ Inserted by G.R., P.& S.D., No. 2735/46-II, dated 26th June 1950.

¶ Inserted by G.C., P.& S.D., No. 2735/46, dated 9th March 1950,

APPENDIX II—contd.

(*c*) *Such permanent State servants who have been absorbed in temporary posts should be treated as permanent servants for all purposes such as leave, pension etc. They should also be treated as permanent for purposes of grant of increments. Accordingly their leave in temporary posts should count for the purposes of increment. †However, as they hold only temporary posts, it may happen that they will be discharged from service before completing thirty years service, in which case they will not be eligible for any pension. Government has decided that if any such person cannot be continued in service because of want of a permanent post, Government may require him to retire before he completes thirty years' service, in which case he will continue to be eligible for the pension and gratuity as admissible under the revised pension rules, notwithstanding that he has not completed thirty years service.

(*d*) †Subject to the prior claim for confirmation of Government servants in pursuance of Rule 6 of these Rules, a permanent State servant who has not yet been confirmed in a permanent post should be confirmed in the first available permanent vacancy.

Note.—Where the State servant so eligible for confirmation has not yet passed the prescribed departmental and language examinations; if any, the actual confirmation will be postponed till he secures the necessary qualification or the period prescribed for securing the necessary qualification is over, but the vacancy will be kept reserved for him.

6. The seniority of the State servants absorbed in Government service (other than the one to whom Rule 7 is applicable) as also Regional State servants *vis-a-vis* Government servants, shall be fixed on the basis of the initial pay [excluding personal pay admissible under the proviso (*ii*) to sub-rule (1) of Rule 3] given to him in accordance with these Rules. A State servant as also a servant under the Regional Commissioner shall rank below the most junior Government servant drawing pay equal to or higher than the initial pay of the State servant or of the servant under the Regional Commissioner. §For this purpose in the case of Government servants, their officiating pay should be taken into account, if on the date of absorption of the ex-State servants *vis-a-vis* whom their seniority is to be determined, they have been officiating continuously in the cadre in question at least for two years and the appointing authority certifies that the Government servants are not likely to revert from that cadre. As between two State servants whose initial pay is identical, seniority shall be fixed on the basis of length of service in the State. As regards the seniority between a servant under the Regional Commissioner and a State servant, the latter should rank below the most junior Servant under the Regional Commissioner drawing pay equal to or higher than the State servant.

Note.—‡In order to avoid delay and inconvenience to the servants of the merged and integrated States, the pay of each State servant who has been absorbed in the service of this Government and appointed to a non-gazetted post may initially be fixed by the Head of Office concerned and the pay so fixed will be admitted in audit provisionally pending detailed check by the A. G., Bombay or by the Dy. A. G., Baroda, as the case may be. Except when such pay is higher than the maximum of the scale of the post in which they are absorbed, State servants may be allowed to draw the same pay which they were getting at the time of merger, provided that it is certified by the respective Heads of Departments that :—

(*i*) the pay drawn by a State servant before absorption is his 'basic pay' as per rule 2(*a*) of these Rules, and that

(*ii*) his present pay is not higher by 20 per cent. or more than the basic pay drawn in the State service on 1st August 1947 (on the date of entry into State service, if it is later than 1st August 1947) within the meaning of proviso (*iv*) to Rule 3(1) of these Rules. ‖The staff should however be given to understand that the pay allowed would be subject to such revision as may be found necessary in the light of subsequent audit scrutiny and all overpayments recovered in full. To facilitate this scrutiny all Heads of Offices should prepare a statement in the form¶ attached and sent to the A. G. Bombay, or the Dy. A. G. Baroda, as the case may be. A similar Statement should also be prepared in respect of cases governed by Rule 3(2) of these Rules. The service book/records duly completed should also accompany the Statement. In respect of Government servants in the three districts of Baroda, Mehsana and Amreli under the audit control of the Dy. A. G. Baroda, the Heads of Offices should send the relevant documents to that Officer.

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*Inserted by G. R., P. & S. D., No. 2333/46, dated 26th April 1950.
†Inserted by G. R., P. & S. D., No. 2735/46, dated 28th November 1951.
§Inserted by G. R., P. & S. D., No. 2735/46, dated 11th September 1951.
‡Inserted by G. R., P. & S. D., No. 2735/46-II, dated 3rd November 1950 and dated 6th February 1951.
‖Inserted by G. R., F. D., No. 7820/33, dated 19th July 1951.
¶Form No. I: For Non-Gazetted Government Servants.
Form No. II: For Non-Gazetted Ex-Baroda State Servants.
Form No. III: For Gazetted Government Servants.

APPENDIX II—contd.

7. The provisions of the foregoing rules do not apply to such categories of permanent State servants as may, in view of their pay scales being clearly higher than those of corresponding Government servants be notified by Government under this Rule. All State servants belonging to these categories shall on absorption in Government service, continue to get the pays and pay scales admissible to them on State service. *They should be deemed to be on the mofussil scales of pay and accordingly such of them as are stationed in Bombay and other places where the benefit of the Compensatory Local Allowance and/or the House Rent Allowance is admissible shall be allowed to draw the allowance or allowances at the sanctioned rates.

I. The concession of retaining the pay and pay scale sanctioned by the former State Government is admissible to an ex-State servant, who has been considered fit and absorbed in a post or cadre under this Government which is corresponding but the pay scale of which is clearly lower than the pay scale of the corresponding post under the former State Government.

II. An ex-State servant who has *not* been considered fit and absorbed in a corresponding post under this Government and because of such unfitness, has been absorbed in a lower post, is not entitled to the concession of the above rule. His pay should be fixed in the pay scale of the post in which he has been absorbed subject to the condition that if the pay so fixed is less than the substantive pay he was drawing in the former State service the difference should be granted as personal pay.

III. The State servant who has been considered fit and absorbed under this Government in a post which is admittedly inferior to the post he held under the former State Government and whose case requires to be regulated according to II above, should either accept the post and pay-scale admissible to him or if he is dissatisfied with the pay and the pay scale offered to him and, if he so desires, elect to retire on the sp. concessions in accordance with para. 2 of G. R., P. & S.D., No. 2735/46–I, dated the 28th November 1951.

7A. Seniority of ex-State servants whose pay has been fixed under rule 7 above, should be fixed on the basis of the pay that would have been admissible to them under rule 3(1), 3(2) or 4 above as the case may be, had their pay been fixed under that rule.

The following principles are laid down for applying this rule.

Instruction.—The Heads of Departments should report to the Political and Services Department through the Administrative Department of the Secretariat concerned the categories which, in their opinion, should be notified under this rule.

OFFICE OF THE ACCOUNTANT GENERAL, BOMBAY.

Statement No. I showing the details in respect of Non-Gazetted Government Servants.

Name and Cadre.	Date of absorption.	Pay (all emoluments by categories in State Service).	Basic pay.	Present pay.	Prescribed scale.	Substantive pay (in respect of a permanent post held in a substantive capacity).
1	2	3	4	5	6	7

Completed years of service as on the date of absorption in the cadre in which served.	Initial pay under (Details of calculation in each case to be furnished).					Pay in the prescribed scale under rule 3/4 finally fixed.	Date of next increment.	Remarks.
	(a) Rule 3(1).	(b) Proviso (*i*) to Rule 3(1).	(c) Proviso (*ii*) to Rule 3(1).	(d) Proviso (*iii*) to Rule 3(1).	(e) Proviso (*iv*) to Rule 3(1).			
8	9(*a*)	9(*b*)	9(*c*)	9(*d*)	9(*e*)	10	11	12

*Inserted by G. R., P. and S. D., No. 2735/46, dated 1st November 1951.

APPENDIX II—contd.

OFFICE OF THE .....

Statement No. II showing the details in respect of Non-gazetted Ex-Baroda State Servants.

Name, cadre and designation.	Date of absorption, i.e. the date on which the State servant took charge of the post sanctioned by the Bombay Government.	Pay (all emoluments by categories in State service).	Present substantive pay (in respect of a permanent post held in a substantive capacity).	Basic substantive pay on 1st August 1947.	Hypothetical present substantive pay, i.e. basic substantive pay on 1st August 1947 *plus* 20 per cent. thereof.	Prescribed scale.
1	2	3	4	5	6	7

Completed years of service as on the date of absorption in the cadre in which served.	Whether the excess of 20 per cent. or more over the basic pay on 1st August 1947 is due to revision of pay scales by Baroda State Government.	Initial pay on the basis of Hypothetical present pay (column 6) (Details of calculations to be furnished).					Pay in the prescribed scale as per G.R., P. & S.D., No. 2735/46-II, dated 12th September 1950.	Date of next increment.	Remarks.
		(a) Rule 3(1).	(b) Proviso (*i*) to Rule 3(1).	(c) Proviso (*ii*) to Rule 3(1).	(d) Proviso (*iii*) to Rule 3(1).	(e) Proviso (*iv*) to Rule 3(1).			
8	9	10(*a*)	10(*b*)	10(*c*)	10(*d*)	10(*e*)	11	12	13

APPENDIX II—concld.

OFFICE OF THE .....

Statement No. III showing the details in respect of Gazetted Government Servants.

Information regarding past service in respect of State Servants absorbed in the service of the Bombay State (*vide* Government, Political and Services Department, Circular No. 2735/46, dated 14th September 1950).

(1) Name of the officer.

(2) Post in which absorbed and date of absorption.

(3) Present designation after absorption.

(4) Name of the Indian State in which he served before absorption.

(5) History of Service showing the various posts held from time to time showing pay drawn and the scales in which it was drawn in State Service till absorption.

(6) Designation of the permanent post in State Service in which he was appointed substantively with dates.

(7) Date of birth.

(8) Mother tongue.

(9) Periods and nature of leave enjoyed while in State Service.

(10) Whether any post held in State Service was declared to be in a vacation Department. If so, the period of such service, the sanctioned periods of vacations, the periods of vacations actually enjoyed with dates.

(11) Pay (All emoluments by categories in State Service) and scale on date of absorption.

(12) Basic pay substantive or officiating in State Service on date of absorption.

(13) Basic pay—
(*i*) on 1st August 1947, and
(*ii*) on 1st January 1948.*
*(In the case of Baroda or in any other State in which revision of pay scales took place after 1st August 1947).

(14) Substantive pay in respect of a permanent post held in substantive capacity in State Service on the date of absorption.

(15) Completed years of service on the date of absorption in the Cadre as defined in rule 2(*b*) embodied in Government Resolution, Political and Services Department, No. 2735/46-II, dated 20th May 1949, in which he served, the responsibilities of which are certified by competent authority to be not less than those of the post in which he is absorbed (only the posts in State Service which are certified to be equal in status and responsibilities to the post in which he is absorbed should be specified).

(16) Whether "present pay" exceeds by 20 per cent. or more than "basic pay." on 1st August 1947 in Baroda State service and whether the excess is due to reasons other than revision of pay scales. The date of revision may please be indicated if otherwise.

(17) "Initial pay" under—
(*a*) Rule 3(*i*) *vide* Government Resolution, Political and Services Department, No. 2735/46-II, dated 20th May 1949.
(*b*) Proviso (*i*) to Rule 3(1), *vide* Government Resolution, Political and Services Department, No. 2735/46-II, dated 20th May 1949.
(*c*) Proviso (*ii*) to rule 3(1), *vide* Government Resolution, Political and Services Department, No. 2735/46-II, dated 20th May 1949.
(*d*) Proviso (*iii*) to rule 3(1), *vide* Government Resolution, Political and Services Department, No. 2735/46-II, dated 20th May 1949.
(*e*) Proviso (*iv*) to rule 3(1), *vide* Government Resolution, Political and Services Department, No. 2735/46-II, dated 20th May 1949.

Note.—Details of calculation in each case to be furnished.

(18) Pay in the prescribed scale under rule 3/4 finally fixed.
(19) Remarks.
(20) Service Book if available may be sent with the information.

APPENDIX

LIST OF PART-TIME POSTS

Name of posts.	Number of posts.		Pre-revision
	Permanent.	Temporary.	Old (pre-1931) scale.
1	2	3	4
GAZETTED POSTS			Rs.
EDUCATION DEPARTMENT			
Principal, R. C. T. I. ...	1	.....	
Principal, V. J. T. I. ...	1	.....	
Heads of Deptts., V. J. T. I. ...	3	.....	
Lecturers ...	3	.....	
Lecturers ...	3	.....	
Lecturers ...	30	.....	
Part-time Professors of Law, Government Law College.	4	5	
Part-time Lecturer, Sydenham College of Commerce and Economics.	1	.....	
Do. ...	1	.....	
Total ...	47	5	
CLASS III POSTS			
REVENUE DEPARTMENT			
Clerk, Revenue Tribunal, Bombay ...	1	.....	
AGRICULTURE AND FORESTS DEPARTMENT			
Depot Salesmen ...	.....	69	
EDUCATION DEPARTMENT			
Part-time Hindustani teachers ...	.....	11	
Part-time Drawing teachers ...	.....	11	
Part-time Music teachers ...	.....	11	
Director of Technical Education—			
Assistant Lecturers ...	7	.....	
Electrical Class Demonstrator ...	1	.....	
Laboratory Assistants ...	24	.....	
Mistry (trained) ...	1	.....	
Electric Class teacher ...	1	.....	
Teachers ...	26	.....	
Total ...	60	102	
MEDICAL DEPARTMENT			
Medical College, Baroda—			
Demonstrators ...	4	.....	
Total ...	4	.....	

III.

IN THE VARIOUS DEPARTMENTS.

scales. New (post-1931) scale.	Prescribed scale.	Remarks.
5	6	7
Rs.	Rs.	
75 fixed	90 fixed.	
120 fixed	120 fixed.	
60 fixed	60 fixed.	
6 per hour	6 per hour.	
6 per hour	6 per hour.	
4 per hour	4 per hour.	
.....	250	
.....	300	
.....	200	
.....	30	
.....	Rs. 25 (Fixed pay).	
30	40	
30	40	
30	40	
1 per hour	1-8-0 per hour.	
.....	10 p.m. fixed pay.	
1-0-0 and 0-12-0 per hour	1-0-0 and 0-12-0 per hour.	
25 fixed	25 fixed.	
.....	20 fixed.	
3 per hour	4 per hour.	
.....	75 fixed.	

Name of posts.	Number of posts.		Pre-revision
	Permanent.	Temporary.	Old (pre-1931) scale.
1	2	3	4
CLASS III POSTS—*contd.*			Rs.
LABOUR AND HOUSING DEPARTMENT			
Office of the Deputy Commissioner of Labour (Welfare), Bombay—			
Lady part-time workers ...	.....	8	.....
Librarians ...	.....	11	.....
Games teachers ...	.....	43	.....
Sewing-Class Mistresses ...	.....	5	.....
Sewing-Class Mistresses ...	.....	16	.....
Children's Playground Overseers ...	.....	4	.....
Honorary Doctors ...	.....	2	.....
Honorary Doctor ...	.....	1	.....
Wrestling teachers ...	.....	5	.....
Instructor ...	.....	1	.....
Electrician ...	.....	1	.....
Visual Instructor ...	.....	1	.....
Lady Welfare Workers ...	.....	2	.....
Male part-time worker ...	.....	1	.....
Female teacher ...	.....	1	.....
Total ...	.....	102	
Staff for the enforcement of the Shops and Establishment Act in Cantonment areas—			
Part-time Inspector ...	.....	1	.....
Total ...	.....	1	
Home Department			
Home Guards Department			
Part-time clerks ..	....	10	....
Part-time operator for propaganda van	....	1	....
Part-time clerks ..	....	29@	....
Part-time clerks ..	....	166*	....
Total ..	....	206	

III—contd.

scales. New (post-1931) scale.	Prescribed revised scale.	Remarks.
5	6	7
Rs.	Rs.	
.....	35	
.....	30	
.....	30	
.....	35	
.....	30	
.....	30	
.....	45	
.....	40	
.....	30	
.....	100	
.....	50	
.....	55	
.....	30	
.....	30	
.....	30	
.....	.....	Special pay of Rs. 20 p.m.
.....	35	
.....	75 fixed.	
.....	30 fixed	@ for District Prohibition officers.
.....	20 fixed	* for Taluka Prohibition officers.

Name of posts.	Number of posts.		Pre-revision
	Permanent.	Temporary.	Old (pre-1931) scale.
1	2	3	4
			Rs.
Home Department—contd.			
Juvenile and beggars Department (Habitual Offenders Branch)—			
Visiting Medical Officers— ..	....	2	....
Total ..	....	2	
CLASS IV POSTS			
Home Department—			
POLICE DEPARTMENT.			
Office of the Commissioner of Police—			
Part-time Sweepers	....	6	....
Part-time Hamal	....	1	....
Part-time Bellow boy	....	1	Rs. 22 for 8 months. Re. 0-12-0 per day for 4 months.
Total ..	....	8	
Home Guards Department (Mofussil)—			
Part-time Peons	....	166	....
Total ..	....	166	
Judicial Department—			
Sweepers in Civil Courts	....	3	....
Total ..	....	3	
Revenue Department, Bombay—			
Peons 8 monthly	109	135	....
Peon, office of the Revenue Tribunal ..	1	...	
Total ..	110	135	

III—contd.

Scales. New (post-1931) scale.	Prescribed revised scale.	Remarks.
5	6	7
Rs.	Rs.	
.....	.....	These are part-time posts. The Medical Officers are deputed by Surgeon General and they are paid remuneration of Rs. 30 per month.
.....	The pay of *part-time sweepers ranges between Rs. 3 per mensem and Rs. 25 per mensem.	*1 on Rs. 4 per mensem. 1 on Rs. 3 per mensem. 2 on Rs. 25 per mensem. 1 on Rs. 12 per mensem. 1 on Rs. 15 per mensem.
.....	7-8-0	
22	Rs. 35 for 8 months. Rs. 1-6-0 per day for 4 months.	
.....	Rs. 10 fixed.	
.....	.....	Part-time Sweepers' pay is Rs. 6, 6 and 5 respectively.

Name of Posts.	Number of posts.		Pre-revision
	Permanent.	Temporary.	Old (pre-1931) scale.
1	2	3	4
			Rs.
Bombay Veterinary College—			
Bhistis (Employed for 9 months during a year)	....	2	....
Veterinary Department (In Districts)—			
Sweepers (Part-time)	2	5	....
Water Bearers (Part-time) ..	1	7	....
Total ..	3	14	
Backward Class Department—			
Watchman (Part-time)	4	....	....
Total ..	4	....	
Education Department—			
Director of Technical Education—			
Peons	5	....	....
Hamals	6	....	....
S. S. C. Examination Board—			
Peons	....	12	....
Total ..	11	12	
Medical Department—			
Sweepers Part-time	7	....	....
Do. ...	1	.....	.....
Do.	2	.....	.....
Do.	1	.....	.....
Female Sweeper (Part-time) ...	1	.....	.....
Water Bearer Sweeper ...	2	.....	.....
Bhisti (Part-time)	2	.....	.....
Bhisti for 8 months	.....	1	17

III—contd.

Scales. New (post-1931) scale.	Prescribed revised scale.	Remarks.
5	6	7
Rs.	Rs.	
.....	35—1/2—40	
2, 3, 4, 5	4, 6, 8, 10	
2, 3, 4	4, 6, 8	
5	10	
0–4–0 per hour.	0–8–0 per hour.	
0–8–0 per hour.	0–12–0 per hour.	
.....	30 per mensem.	Temporary staff during examination season.
.....	10	
.....	3	
.....	Present pay Re. 1. p.m.	
.....	Not fixed.	
.....	15	
.....	10	
.....	10	
.....	30	

Name of Posts.	Number of Posts.		Pre-Revision
	Permanent.	Temporary.	Old (pre-1931) scale.
1	2	3	4
			Rs.
Medical Department—contd.			
Bhisti for 3 months	.....	1	17
Water Bearer	3	.....	.....
Do.	1	.....	.....
Dispensary Servant	1	.....	.....
Water Bearer Sweeper	2	.....	.....
Total ...	23	2	.....
Civil Supplies Department.			
Office of the Controller of Rationing—			
Sweeper	.....	1	.....
Do.	.....	8	.....
Do.	.....	12	.....
Peons (Mofussil)	.....	2	.....
Office of the State Textile Controller—			
Watchman	.....	1	.....
Office of the Milk Commissioner—			
Sweepers	.....	3	.....
Total ...	.....	27	
Co-operative Department.			
Industrial Co-operatives and Village Industries—			
Female Carders	.....	7	.....
Female Spinners	.....	7	.....
Arts and Crafts Branch—			
Artist-Designer	.....	1	.....
Lacquer Work Industry—			
Clerk	.....	1	.....
Industries Department—			
P. G. Plant Section—			
Research Assistant	.....	1	.....
Total ...	.....	17	

III—concld.

Scales	Prescribed Revised Scale.	Remarks.
New (Post 1931) scale.		
5	6	7
Rs.	Rs.	
.....	30	
.....	10	
.....	5	
.....	1-8-0.	
.....	10	
5	5	
.....	7	
Fixed pay not exceeding Rs. 7.	Fixed pay not exceeding Rs. 7.	
14	30—1/2—35.	
.....	25	
5	7	
.....	10	
.....	12	
.....	100 fixed.	
.....	30 fixed.	
.....	30 fixed.	

APPENDIX IV.

ALLOTMENT OF CLASS IV SERVANTS FOR PERSONAL ATTENDANCE ON GOVERNMENT OFFICERS AND FOR SERVICE IN THEIR OFFICES—

GOVERNMENT OF BOMBAY.

FINANCE DEPARTMENT.

Resolution No. 7983/33.

Secretariat (Annexe), Fort, Bombay, 20th May 1952.

Please read Appendix II in New Rates of Pay Rules and Pay and Cadre Schedule.

RESOLUTION.—Government has been considering the question of allotment of Class IV servants for personal attendance on Government officers and for service in their offices and is pleased to pass the following orders.

2. The allotment of Class IV servants for personal attendance on officers should be revised as follows :—

Designation of the officer.	Allotment sanctioned.
Secretaries to Government ..	1 Naik and 2 peons each.
Additional Secretaries to Government ... / Joint Secretaries to Government. ..	1 Naik and 1 peon each.
Deputy Secretaries to Government	2 Peons each.
Inspector General of Police and Commissioner of Police.	1 Head Constable and 3 Constables each.
Collectors and Director of Land Records ..	1 Havildar and 1 peon each.
District Judges	1 Havildar and 1 peon each.
Superintending Engineers.	1 Naik and 1 peon each.
Conservators of Forests	1 Naik and 1 peon each.
Heads of Departments not separately specified ..	1 Naik and 1 peon each.
Deputy Inspectors General of Police	1 Head Constable and 2 Constables each.
District Superintendents of Police	3 Constables each.
Deputy Commissioners of Police	3 Constables each.
Superintendents, Railway Police	3 Constables each.
Assistant to the Inspector General of Police and Deputy Inspector General of Police, C. I. D.	3 Constables each.
Assistant Superintendent of Police or Deputy Superintendent of Police incharge of District Sub-Divisions.	3 Constables each.
Assistant or Deputy Superintendent of Police (Railways).	2 Constables each.
Assistant Superintendent of Police or Deputy Superintendent of Police-City Sub-Divisions.	2 Constables each.
Prant Officers, City Magistrate, Poona, Superintendents of Land Records, Northern Circle and Southern Circle.	1 Peon each.

APPENDIX IV—contd.

Inspectors of Police ..	.. 1 Constable each.
Sub-Inspectors of Police in the mofussil	.. 1 Constable each.
Other Gazetted Officers ..	.. 1 Peon or orderly each subject to orders in sub-paragraph 3 below.

Where an officer acts in a dual capacity as a permanent arrangement, he will be entitled to only one set of peons.

Where two non-touring and administrative (as distinguished from executive) gazetted officers of Class II or lower status occupy one and the same chamber or adjacent chambers they should share the services of one peon.

3. The distinction hitherto made between touring officers on the basis of the area of jurisdiction should be abolished and not more than one extra peon will be allowed for touring officers, whatever may be the area of jurisdiction of the touring officers except in the case of officers having jurisdiction over the whole State, in whose case 2 peons will be allowed.

The allotment of Class IV servants to officers should include no element of leave reserve. If an officer's Class IV servant goes on leave he should be replaced by a Class IV servant from the office, whose place should, if necessary, be filled by temporary recruitment.

4. As regards the Class IV servants required for service in offices, the allotment should be revised as shown below subject to local modifications, where necessary. The modifications, however, should be approved by Government:—

For offices containing sixteen persons or less on the clerical establishment.	One Class IV servant for every eight persons or fraction of eight persons.
For offices containing more than 16 persons but not more than 36 persons on the clerical establishment.	One Class IV servant for every nine persons or fraction of nine persons.
For offices containing more than 36 persons on the clerical establishment.	One Class IV servant for every ten persons or fraction of ten persons.

In counting the number of persons for the purpose of this allotment any touring members of an office establishment who are allotted personal peons should be excluded.

5. The additional Class IV servants sanctioned on account of local modifications are mentioned in paragraph 5 of the Appendix II referred to. They were sanctioned for various reasons which possibly do not exist now. The Departments of the Secretariat concerned should, therefore, review the need for the additional Class IV servants and obtain the orders of Government for extra Class IV servants in each case.

6. In addition to the above, according to present orders, any office which contains more than two but less than six Class IV servants, is entitled to a Naik and any office which contains six or more Class IV servants, a Havildar or a Naik according as it had a Havildar or a Naik prior to the issue of the orders in Government Resolution, Finance Department No. 10 dated 27th February 1933. In modification of these orders, Government is pleased to direct that the number of Class IV servants which an office should have for being eligible to a post of Naik should be raised from two to three. Further the posts of Havildars (other than those admissible for personal attendance) should be replaced by Naiks in all offices except in the case of Secretariat Departments because Secretaries as such are entitled only to Naiks.

7. The allotment of Class IV servants for touring Government servants of non-gazetted rank is under consideration and orders in that behalf will be issued separately.

8. The Heads of Departments should review the position in accordance with the above orders in respect of the offices under their control and retrench the excess posts forthwith, and in any case not later than 1st July 1952. The action taken should be reported to the Administrative Department of the Secretariat concerned in the form attached as an accompaniment to this Resolution. The Administrative Department should then consolidate the reports in respect of the offices under their control including their own offices and forward them to the Finance Department with their comments. The Heads of Departments should not submit reports direct to the Finance Department.

Note.—Personal Class IV servants allowed to officers should be excluded for the purpose of determining the admissibility of a Naik under paragraph 6 of the above Resolution. Under the revised orders, the minimum number of Class IV servants which an office should have, excluding the personal class IV servants of officers, for the purpose of admissibility of a Naik, is more than three *i.e.*, four (G. C. F. D. No. 7983/33 dated 29th July 1952).

APPENDIX IV—contd.

Accompaniment to Government Resolution, Finance Department, No. 7983/33, dated 20th May 1952.

APPENDIX

Accompaniment to Government resolution, Finance

Statement showing the number of Class IV

Name of the Head of Department.

Name of Office and its location.*	Number of existing gazetted officers sanctioned.*	Number of existing Class IV servants sanctioned for gazetted officers.	Number of existing non-gazetted establishment sanctioned.†	Number of existing Class IV servants sanctioned for non-gazetted establishment. ‡	Number of Class IV servants admissible to gazetted officers under the revised orders.	Number of Class IV servants admissible to non-gazetted establishment under revised orders.
1	2	3	4	5	6	7

* i.e. name of the village or town and district in

† The number of non-gazetted touring officers for

‡ The number of Class IV servants allowed for

IV—contd.

Department, No. 7983/33, dated 20th May 1952.

servants admissible under the revised orders of Government.

Number of excess posts of Class IV servants.	Number of posts retrenched.	Date from which retrenched.	Saving effected Rs. per annum.	If additional Class IV servants have been retained reasons therefor.	Remarks of the Head of Department concerned.	Remarks of the Administrative Department concerned.
8	9	10	11	12	13	14

which the office is situated.

whom Class IV servants are allowed, should be shown separately.

non-gazetted touring officers should be shown separately.

APPENDIX

SCHEDULES SHOWING

(*i*) The Governor's personal

(*ii*) The Secretariat staff of the

(*iii*) The Members and staff of the

Department and Service.	Character of Posts.	Number of posts. Permanent.	Number of posts. Temporary.	Old (pre-1931) scale
1		2	3	4
Office of the Secretary to the Governor.				Rs.
	Gazetted Posts.—			
Assistant Secretary		1	.....	.....
	Total	1		
	Class III Posts.			
Superintendent		1	.....	400—25—600 ...
Senior Assistant		1	.....	100—10—300 ...
Junior Assistant and Accountant		1	.....	100—10—200 ...
Clerk		1	.....	60—5—110 ...
Stenographer to the Governor		1	.....	300—20—500 ...
Stenographer to the Secretary to the Governor ...		1	.....	100—10—300 *Plus* Rs. 40 per mensem Shorthand allowance.
	Total	6		

V.

PAY SCALES OF.

and Secretariat staff.

Bombay Legislature Department.

Bombay Public Service Commission.

New (Post 1931) Scale.	Prescribed Scale.	Posts carrying Special pay in addition to pay in the time scale.		Remarks.
		Posts.	Special pay per mensem.	
5	6	7	8	9
Rs.	Rs.		Rs.	
600—50—800 ..	650—50—950 ..	..	..	...
300—20—500 ..	*400—25—550 ..	..	..	*As a measure of economy, it has been decided that when the present incumbent vacates the post, the scale should be reduced to Rs. 320—20—440.
100—10—300 ..	115—15—300 ..	..	..	
90—10—180 *Plus* Rs. 30 per mensem Special pay for accounts work.	120—10—230	..	Rs. 30 per mensem special pay for account work.	
60—5—110 ..	85—5—140.			
250—15—400 ..	275—15—500.			
150—5—250—10—300..	180—10—310—15—400.			

Department and Service	Character of Posts.	Number of posts. Permanent.	Temporary.	Old (pre-1931) scale.
1		2	3	4
Office of the Comptroller of the House.				
	Gazetted posts.			Rs.
Comptroller of the Household to the Governor.		1	....	Pay of rank.
A. D. C. to H. E. the Governor		1	....	Do.
		1	....	Do.
		3		
	Class III posts.			
Personal Assistant to the Comptroller and Office Superintendent.		1	....	350—25—550
Assistant Superintendent and Accountant ..		1	....	250—15—400
First Assistant		1	....	100—10—300
Tour Clerk		1	....	....
Junior Clerk		1	....	100—10—200
Clerk		1	....	70—5—150
Clerk		1	....	50—5—100
Clerk		1	....	45—5—90
		8		

V—contd.

New (post 1931) scale.	Prescribed Scale.	Posts carrying Special pay in addition to pay in the time scale.		Remark.
		Posts.	Special pay per mensem.	
5	6	7.	8	9
HOLD TO THE GOVERNOR.				
Rs.	Rs.		Rs.	
Pay of rank ..	*950 fixed pay ..			*There are no fixed scales of pay for these posts. Pay in column 6 is personal to the present incumbent of the post.
Do. ..	*500 fixed pay ..			
Do. ..	*Pay of rank ..			
290—25—400 ..	400—25—550			
215—15—350 ..	250—15—400			
90—10—260 ..	120—10—300			
100—10—250 ..	Do.			
90—10—180 ..	120—10—230.			
65—5—135 ..	75—5—140—E.B.—6—200.			
45—5—90 ..	75—5—140			
50—5—100 ..	Do.			

Name of post.	Number of posts.		Pre-revision
	Permanent.	Temporary.	Old (pre-1931) scale.
1	2	3	4
			Rs.
Class IV Posts.			
Chobdars	2	.....	30
Havildar	1	.....	26
Naiks	2	.....	24
Peons	18	.....	22 21 20 19
	23	.....	

V—contd.

scales.	Prescribed Revised scale.	Remarks.
New (post-1931) scale.		
5	6	7
Rs.	Rs.	
32	55—1—60	
29	50—1—55	
27 and 26	40—1—50	
25 24 23 22	35—1/2—40	

Department and Service Character of Posts.	Number of posts.		Old (pre-1931) scale.
	Permanent.	Temporary.	
1	2	3	4.
RAJ BHAVAN			
Class III Posts.			Rs.
Medical Officer	1	.....	60—7—200
Compounders	2	.....	50—4—90
Nurse	1	.....	.....
	4		

V—contd.

New (post 1931) scale.	Prescribed scale.	Posts carrying Special pay in addition to pay in the time scale.		Remarks.
		Posts.	Special pay per mensem.	
5	6	7	8	9
DISPENSARY				
Rs.	Rs.		Rs.	
60—5—170	... 120—6—180—E.B.—8—260—E.B.—10—300.	1	50	.....
44—4—84	... 55—3—85—E.B.—4—125—5—130.	1	7	Special pay is allowed to the Compounder who does clerical and typing work.
40—5/2—60	... 70—5/2—100	.....	.....	

Name of posts.	Number of posts.		Pre-revision
	Permanent.	Temporary.	Old (pre-1931) Scale.
1	2	3	4
			Rs.
Class IV Posts			
Dresser	1	.....	.....
Ward Servant	1	.....	.....
Ayah	1	.....	.....
	3	.....	

Agent to the Government for the Sardars in the Deccan.

Class IV posts.			
Chobdar	1	....	....
Peons	2	....	7—12
	3	....	

V—contd.

Scales. New (Post 1931) Scale.	Prescribed Revised Scale.	Remarks.
5	6	7
Rs.	Rs.	
34	45—1—55	
28	35—1/2—40	
20—1—28	Do.	
22	45—1—50	
14—19	30—1/2—35	

Department and Service. Character of Posts.	Number of posts.		Old (pre-1931) Scale
	Permanent.	Temporary.	
1	2	3	4
Bombay Legislature Department.			
Gazetted posts.			Rs.
Secretary to the Bombay Legislature Department	1	....	....
Assistant Secretary	1	....	....
	2	....	
Class III Posts.			Rs.
Upper Division.			
Senior Superintendent	1	....	475—25—600.
Junior Superintendents	2	1	320—20—440.
Senior Assistants	2	....	220—20—320.
Junior Assistants	3	....	120—15—255.
Lower Division.			
Clerks	5	1	60—4—100—6—130—E.B.—6—190.
Librarian	1	....	....
Record keeper and Steward	1	....	....
Reporters	14	....	300—10—500.
Personal Assistants to the Speaker and the Chairman.	2	....	....
	31	2	

V—contd.

New (Post-1931) Scale.	Prescribed Scale.	Posts carrying Special pay in addition to pay in the time scale.		Remarks.
		Posts.	Special pay per mensem.	
5	6	7	8	9
Rs.	Rs.		Rs.	
600—50—750—800 with a special pay of Rs. 200.	650—50—950 plus Rs. 200 special pay provided that if the grade pay falls short of Rs. 800, the difference will be granted as special pay.	....	Vide Columns 5 and 6	This post was created in this Department in 1947 in place of the posts of Secretary, B. L. A. and Secretary, B. L. C. Prior to 1947, Asstt. Legal Remembrancer in Legal Deptt. was ex-officio Secretary, B. L. A., and Dy. Secy., L. D., was ex-officio Secy., B. L. C. Both of them were I.C.S. officers.
600—50—750—800 ..	650—50—950 ..	....	....	This post was created for the first time in 1937.
400—25—500 ..	475—25—600 ..	....	....	
275—20—375—E.B.—400—425.	320—20—440 ..	....	....	
175—15—280 ..	210—15—300 ..	....	....	
100—10—200 ..	120—10—200—E.B.—10—250.			
50—3—95—100—5—160..	75—5—140—E.B.—8—220.	1 Cashier.	50	Duty allowance.
....	200—15—380—E.B.—20—440.			
100—10—200 ..	120—10—200—E.B.—10—250.	....	....	
170—10—260* ..	190—15—280* ..	....	....	*Personal to Shri B. S. Subnis.
200—10—400 ..	250—10—320—15—350 E.B.—15—500,	One Chief Reporter.	50	Duty allowance.
80—10—150 ..	100—8—140—10—170..	....	....	....

Name of posts.	Number of posts.		Pre-revision
	Permanent.	Temporary.	Old (pre-1953) Scale.
1	2	3	4
			Rs.
Class IV posts.			
Chobdars	4	....	....
Naik	1	....	....
Peons	14	....	....
Watchman	1	....	....
Liftman	....	1	....
Malis	2	....	....
Hamals	4	....	....
Sweepers	2	....	....
.. ..	28	1	

V—contd.

Scales.		
	Prescribed Revised Scale.	Remarks.
New (Post-1931) Scale.		
5	6	7
Rs.	Rs.	
....	50—1—60	
....	40—1—50	
....	35—1/2—40	
....	55—1—60	
....	38—1—50—2—60	
....	40—1—50	
....	35—1/2—40	
....	35—1/2—40	

Department and Service.	Character of posts.	Number of posts.		Old (pre-1931) scale.
		Permanent.	Temporary.	
1		2	3	4
Bombay Public Service Commission.				Rs.
Chairman	... ...	1	.....	.....
Members	... ...	3	.....	.....
Secretary	... ...	1	.....	.....
	Total	5	.....	
Class III Government Servants.				
Junior Superintendents	... ...	1	1	.....
Senior Assistants	... ...	2	.....	.....
Junior Assistants	... ...	4	1	.....
Clerks	... ...	7	2	.....
Clerk-Stenographer	... ...	1	1	.....
Clerk-Typist	... ...	1	.....	.....
Typist	... ...	1	.....	.....
Clerks	... ...	2	.....	.....
Clerk-Typist	... ...	1	.....	.....
Typist	... ...	1	.....	.....
	Total ...	21	5	

V—contd.

New (post-1931) scale.	Prescribed scale.	Posts carrying Special pay in addition to pay in the time scale.		Remarks.
		Posts.	Special pay per mensem.	
5	6	7	8	9
Rs.	Rs.		Rs.	
2,750 per mensem ..	2,750 per mensem ..	..	..	The salaries of the chairman, members and secretary are laid down in the Bombay Public Service Commission (conditions of Service) Regulations main under section 265(2) of the Government of India Act, 1935 and continued in force under Article 372 of the Constitution of India.
2,000 per mensem ..	2,000 per mensem ..	..	..	
Pay of the service to which the officer belonged subject to a minimum of Rs. 750 per mensem provided that the Government may fix any other scale in an individual case.	Pay of the service to which the officer belongs subject to minimum of Rs. 920 per mensem provided that the Governor may fix any other scale in an individual case.			
275—20—375—E.B.—400—425.	320—20—440 ..			The scales of pay of Class III and Class IV staff of the Commission's office are the same as those of corresponding posts in the Secretariat except for the post of Clerk-Stenographer for which there is a special scale.
180—10—200—15—260	210—15—300 ..			
100—5—120—10—170 E.B.—10—220.	120—10—200—E.B.—10—250.			
100—5—160 / 50—3—95 ..	75—5—140—E.B.—8—220.			
100—5—160 ..	140—8—220 ..			
50—3—95—5—100—E.B.—5—160.	75—5—140—E.B.—8—220.			
Do. ..	Do.			
100—5—160 / 50—3—95. ..	Do.		20 15	The clerk doing the Cashier's work gets the special pay of Rs. 20 per mensem and the clerk of the file and issue section gets the special pay Rs. 15 per mensem.
50—3—95—5—100—E.B.—5—160.	Do.		15	
Do. ..	Do.		15	

Name of posts.	Number of posts.		Pre-revision
	Permanent.	Temporary.	Old (pre-1931) scale.
1	2	3	4
			Rs.
Class IV Government Servants.			
Havildar	1	....	....
Naik	1	....	....
Peons	11	....	....
Total	13	....	

V—concld.

scales.

New (post-1931) scale.	Prescribed revised scale.	Remarks.
5	6	7
Rs.	Rs.	
28	50—1—55	
27	40—1—50	
20, 23, 24, 25 and 26.	35—1/2—40	

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